

# A.U.S.S.I 1982

WHERE ARE WE AT ?

WHERE ARE WE GOING?



A REVIEW AND REPORT OF ACTIVITIES AND FUTURE DIRECTIONS  
FOR A.U.S.S.I MASTER SWIMMING IN AUSTRALIA.

PRESENTED TO THE ANNUAL NATIONAL CONFERENCE HELD IN SYDNEY  
ON THURSDAY, 15th APRIL 1982.





# A.U.S.S.I. W.A. BRANCH

## AUSTRALIAN UNION OF SENIOR SWIMMERS INTERNATIONAL

20th March, 1982.

LADIES AND GENTLEMEN,

At the National Conference held in Canberra during August 1981, it was resolved that the W.A. Branch should review the direction that A.U.S.S.I. was taking and to report to the 1982 Annual National Council meeting to be held in Sydney during April 1982.

Many hours of research and deliberation have gone into the compilation of this report. Because of the volume and complexity of the report, it will not be practical to discuss it at length, hence a series of recommendations has been included at the end of each main section.

A copy of the report has been forwarded to National Executive members and Secretary's and delegates from each State so that it may be read and digested prior to its presentation to the Annual National Conference.

A resume of the report will be presented to the Conference by the W.A. delegates:  
and                      Toni Morris, W.A. State President  
                                    Glenys McDonald, W.A. Hon. State Secretary

Briefly, my committee agrees that A.U.S.S.I. be promoted as a fitness organization but that competition is essential in encouraging members to reach higher fitness levels. Perhaps this is epitomised in an objective of the Coaching sub-committee. 'To provide well planned and balanced programmes, with goals of achievement set out for ALL levels of fitness and ability.'

We believe that we cannot be aligned to either the fitness or competition groups, but should continue to promote fitness by offering goals in the form of awards and 'time trial' type swim meets.

Money is needed to pay to achieve our recommendations. We do not see that sponsorship is feasible unless we can demonstrate to the sponsor that there is an advantage to his firm's organization in the form of an increase in attaining their objectives, which is normally an increase in profits. Rather at this stage of development the philosophy of 'let the user pay' prevails. Increased revenue can be raised by increases in fees provided members see that they 'get value for their money.'

We foresee that by 1987, with increased membership and increased fees that a professional National secretariat is feasible.

Undoubtedly there are some items that we have overlooked and we apologise for this. However, the limited response to our questionnaires and requests for information has led us to fall back on our own experiences and knowledge without perhaps considering situations in other States.

I commend this report and recommendations to you.

Frank Mongan  
Co-ordinating Chairman

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THE ESTABLISHMENT AND FUNDING OF A FULL TIME SECRETARIAT.

TITLE OF SUB-COMMITTEE:THE ESTABLISHMENT AND FUNDING OF A FULL TIME PROFESSIONAL SECRETARIAT.OBJECTIVES:

1. To research the need for a full time professional secretariat.
2. To clarify the duties of the National Executive and National Council with a view to making their duties more effective, i.e. more professional.
3. To enquire into the costing of a more professional National Executive and National Council and the costing and duties of an Executive Director.

In tackling the objectives of this sub-committee we decided to:

- a) Look at how we are functioning at present.
- b) Compare us to other organizations with similar problems and needs
- c) Define our objectives once and for all
- d) Evaluate questionnaires and surveys.

The two organizations we chose to look into were the Amateur Swimming Association of Australia which has been functioning for 73 years; and the Surf Lifesaving Association of Australia which has been functioning for 74 years, and incorporates training, awards, carnivals, seminars etc. in its yearly activities.

At this point it is perhaps warranted to say that it was disappointing not to receive any information, particularly in regard to present costs and funding, from the present elected National Executive. This lack of knowledge has made this task difficult.

EVALUATION OF EXISTING CONDITIONS:

At present it appears we are going through the trauma of a small organization growing and expanding at a rapid pace into a large organization.

Where once AUSSI could be managed by half a dozen dedicated people conferring and making decisions around a dining room table, we have reached a stage, because of our large numbers and widespread circulation of clubs, and widening objectives, where we must act democratically and in a very organized fashion, in the interests of all our clubs.

Our thanks should go to those dedicated few who brought us to this stage, because without their countless hours and enthusiasm, our growth rate would not have been so spectacular.

Some questionnaire results indicated a need to slow down and consolidate. However, most stated that if we are offering a product which is in demand, we have no choice but to grow with it. First, however, we should be very clear about just what it is that we are promoting.

This sub-committee sees no other alternative but to become more professional, or in better words, more efficient. This can only be effective if it carries through from club, State up to National level. A National Council cannot function without input from the clubs through their States, the clubs cannot function without direction from their National Council.

Any job worth doing is worth doing well, and if properly organized, then time and commitment for members are at a minimum.

#### QUESTIONNAIRE RESULTS:

It was very disappointing to find that Victoria, Queensland, A.C.T. and the three elected members of the National Executive could not find the time to submit any material for this sub-committee from its inception in August, to typing this report in March. The Editor of A.A.S sent her report, and the Director of Fitness & Coaching was a member of the committee sending his clubs thoughts. A very thought provoking report arrived after completion of this report from Win Bierenbroodspot of Victoria and it was greatly appreciated.

Replies were received from:

- 4 W.A. Clubs
- 3 N.S.W. clubs
- 1 State reply from S.A.
- 1 State reply from W.A.
- 1 State reply from Tas.
- 1 Carol Davis
- 1 Gary Stutsel
- 1 Win Bierenbroodspot

The results are an indication of general thinking only and because of the ambiguous nature of some questions, and the fact that replies came from club committees, State committees and individuals, and the fact that some States were excluded by not replying, the results must be viewed in general terms

Of the replies, the following precis has been made. Unanimous means unanimous from the replies stated.

1. PROFESSIONAL SECRETARIAT
  - a) 5:1 agreed to the position of a paid part-time typist.
  - b) 5:3 agreed that in the near future there was a need for a full time paid assistant.
  - c) 6:3 agreed that in the long term we would need a position of an executive director replacing the National Secretary.
  - d) 6:4 were in favour of a more professional organization.
  - e) It was unanimous in favour of a National Secretary honorarium as an interim measure.
  - f) Sources of possible funds are listed as mentioned
    - (i) Levy on States over and above membership registration
    - (ii) Increase in affiliation and member registration fees
    - (iii) Grants
    - (iv) Sponsorship
2. NATIONAL OFFICE:
  - a) Unanimous in favour of an AUSSI National Office

- b) 9:2 in favour of AUSSI State offices
- c) 8:2 in favour of extra office facilities if available
- d) It was unanimous that we could no longer function from home dining rooms.
- e) 7:3 approved of office sharing with National and State as an interim measure if it meant cutting expenses.
- f) It was unanimous that the National Branch should have full office equipment, including a photocopier.
- g) Re grants: The only avenue mentioned was Youth, Sport and Recreation  
2 voted on application as a sporting organization  
5 voted on application as a fitness organization
- h) Suggestions on the type of sponsorship we should seek are listed as stated:  
City Mutual  
Other Insurance Co.  
Health Foods  
Oil Co.  
Swim wear  
Sports wear  
Travel Co.  
Banks  
Sporting equipment firms  
Businesses benefiting from age group fitness  
National Heart Foundation
- i) 8:2 agreed that they were prepared to accept an increase in affiliation and registration fees as long as they were realistic and not for empire building. A suggestion was made to clubs to think about discount for pensioners.
- j) 6:4 voted AGAINST any increase in National swim entry fees
- k) It was an even vote on a National levy on States over and above registration fees.
- l) Social functions to raise funds showed the most adamant replies for both sides. One State and one club suggested AUSSI should only consider this means for obtaining funds. There was a suggestion that we hold a National Swimathon with half the money going to a National charity and half to AUSSI.  
However, others felt this should be only considered at club level, and 5 replies were against any National social fund raising enterprises.
- m) One person suggested we raise the fees for inter-club carnivals, one State was against this as inter-club carnival participation is free at present in their State.

### 3. GENERAL QUESTIONS:

Of the general question section in the questionnaire:

- a) 10:1 were in favour of incorporation
- b) 8:3 were in favour of a more formal Annual Report
- c) 8:3 were in favour of patrons and Vice-Patrons

- d) On cost cutting suggestions, the following were received:  
 Better organization  
 Only one State delegate to National meetings  
 Run AUSSI like a business  
 Review money losing projects like Top Ten, A.A.S  
 Simplify administration.
- e) 6:5 agreed to Two State delegates to National Council meetings
- f) Re payment of delegates air fares:  
 Unanimous for payment of first fare  
 6:5 for payment of second fare under present constitution conditions
- g) 8:2 were in agreement that 2 National Council meetings per year were sufficient provided they become more organized.
- h) Unanimous that the 2nd National Council meeting should be separate from diversions such as the Pan Pacific, but stated the seminar not be counted as a diversion.
- i) Unanimous that States did look at items for the agenda for these Council meetings, provided the information arrived in time.

#### The MAIN OBJECTIVE OF A.U.S.S.I

This question was dealt with after this review was asked to state once and for all what AUSSI's main objective should be. Were we a:

- (i) A Competition swimming for adults body
- (ii) A Fitness swimming for adults body
- (iii) A Social body
- (iv) A mixture of all of the above.

This question has been asked at the last two National Council meetings and each time the answer has been for option (iv). The questionnaire sent to States backed up this choice. However, this sub-committee decided to survey 50 AUSSI members out of 290 swimmers attending the W.A. AUSSI State Swim on the 27th February. 25 males and 25 females were chosen at random and the results are listed below.

This committee also took the opportunity to ask other relevant questions and the results proved most interesting.

The solid indication, however, was that AUSSI's MAIN OBJECTIVE SHOULD BE TO CATER TO THE WISHES OF THE MAJORITY OF ITS MEMBERS, AND THOSE MEMBERS WANTED A MIRIAD OF THINGS FROM WHICH TO CHOOSE.

THEREFORE WE FIRMLY RECOMMEND THAT AUSSI NEVER CATERS TO AN ELETE GROUP, AND HAS AS ITS MAIN OBJECTIVE THE MARKETING OF AN "AUSSI 5 POINT PACKAGE" so that any one of our 2000+ members can have available a choice of what suits him best.

#### W.A. SURVEY RESULTS - FEBRUARY 27th, 1982

1. AGE: Ages ranged from 26 - 72 of the 50 people questioned.
2. HOW DID YOU HEAR ABOUT AUSSI INITIALLY?  
 (see over)



2. Friends 27 replies  
 Newspapers 15  
 Childrens Amateur Swim 2  
 Other swim groups 1  
 A.A.S Magazine 1  
 Radio Talkback 1  
 Sign at Pool 1  
 Casual visit to pool on AUSSI night 1
3. WHAT FIRST ATTRACTED YOU TO JOIN?  
 Love of swimming 16 replies  
 Injury 5  
 Fitness and fun 9  
 A recreation which included all ages and both sexes 4  
 A need for exercise 3  
 To learn to swim 2  
 To meet people 2  
 Competition 1  
 Something to do  
 Curiosity  
 To help out  
 Involved in kids swimming  
 More relaxed style of club  
 Enthusiastic friend  
 Variety in swimming events as against Winter Swimming  
 Only night of week free All 1 point each.
4. RATE ON A SCALE 1- 10 (10 being the highest) THE IMPORTANCE TO YOU PERSONALLY OF:  
 A) Competition: 11 chose 5 This was rated in the Middle  
 B) Training programme advice: 10 chose 5 Again rated in middle scale  
 C) Coaching/Stroke Correction: 11 rated this a 7 in importance  
 D) Aerobic Fitness: 24 rated this of a 10 scale importance  
 E) Social Interaction: 17 rated this as a 10 in importance.

For competition it was a steady distribution across the scale at both ends, with scale 7 and 5 getting the most votes.

For training advice the scale was tipped more for the importance of this for members with scale 8 in importance and 5 in importance receiving the same votes.

For aerobic fitness in importance to the members surveyed this was overwhelmingly at the top end of the scale in importance with 10 scale getting 24 votes and 9 scale getting 13 votes and thereafter diminishing to Nil at the lower end of the scale.

Social interaction was also deemed of primary importance with again 10 scale receiving 17 votes, 9 scale, 9 votes, and 8 scale 12 votes, and again diminishing down the scale to nil.

## 5. WHAT DIRECTION WOULD YOU LIKE TO SEE AUSSI TAKE IN THE FUTURE?

- |    |  |  |
|----|--|--|
| A) | A competition swimming for adults body         | <u>NIL</u>                                       |
| B) | A fitness swimming for adults body             | <u>TWO</u>                                       |
| C) | A social body                                  | <u>NIL</u>                                       |
| D) | A mixture of all the above                     | <u>45</u>  |
| E) | Any other combination                          | 1 for B,C & F<br>1 for B & C                     |
| F) | A community service promoting health & fitness | <u>ONE</u><br><u>TWO</u> wanted this included in |

As you can see this was an overwhelming support for option D or option (iv) as listed in the heading on our main objectives.

6. DOES YOUR CLUB OFFER YOU VALUE FOR YOUR MEMBERSHIP FEE?  
Yes - 50 (unanimous)

## 7. IF NOT WHY NOT?

8. DO YOU THINK AUSSI SHOULD CATER TO THE NEEDS OF MAJORITY MEMBERSHIP?  
49 - Yes  
1 - No

## 9. IF NOT, WHY NOT?

Doubtful this could be achieved successfully.  
We must cater to the minority too.

## 10. UNDER WHAT CIRCUMSTANCES OR CONDITIONS WOULD YOU GIVE UP INVOLVEMENT IN AUSSI?

Physical disability	13
Too much competition	6
Family or work committments	10
Transfer to area with no pool	6
Death	5
Bordom/ Lack of motivation	5
Any radical change in structure or loss of present balance between fitness & competition	3
No competition	2
An unfriendly club atmosphere	1

## 11. ON A SCALE OF 1 - 10 RATE YOUR COMMITMENT TO SWIMMING IN YOUR LIFESTYLE?

There proved signs that AUSSI members were committed to swimming with only 4 votes being received on the lower half of the scale.  
11 were highly committed with a 10  
8 with a 9  
12 with an 8  
and ranges 7,6,and 5 receiving 5 votes each.

12. ON A SCALE OF 1 - 10 RATE THE IMPORTANCE OF YOUR FREEDOM OF CHOICE IN YOUR SWIMMING PROGRAMME, OR DO YOU NEED DIRECTION?  
This indicated a need for some direction and some free choice with a high 16 votes for middle of the road 5 scale.

## 13. IF A CONTENTIOUS ISSUE IN AUSSI BOTHERS YOU, HOW WOULD YOU REACT?

- |    |           |         |
|----|-----------|---------|
| A) | Ignore it | 4 votes |
|----|-----------|---------|

13. B) Grumble to others 2  
 C) Instigate discussion at club level 44  
 D) Instigate discussion at State level 7 added they would follow up matters at State level  
 E) Instigate discussion at National level Nil

This indicates that most members are aware of the correct way of channelling those things which require discussion.

14. WHAT ARE YOUR PERSONAL GOALS IN SWIMMING WITH AUSSI?  
 Aerobic fitness  
 Maintain fitness as long as possible 41 votes  
 Fitness and fun  
 Time improvements 6 votes  
 Break records/gain medals 4 votes  
 Enjoyment 2 votes  
 Participation in whole range of activities 1 vote.
15. IS OUR SLOGAN "FITNESS AND FUN" SUITABLE TO OUR OBJECTIVES AS YOU SEE THEM?  
 Yes - 50 unanimous
16. WHAT ARE OUR OBJECTIVES AS YOU SEE THEM?  
 Fitness and fun in a relaxed atmosphere 37 votes  
 Educate and promote swimming 6  
 Keep balance between competition and awards 2  
 Broaden social involvement 2  
 More coaching advice 1  
 Lifesaving instruction  
 Encourage physical fitness thru swimming  
 Increase fitness in society  
 More inter club competition  
 Increase membership  
 More emphasis on the younger age groups All 1 vote each
17. ANY OTHER COMMENTS?  
 Happy as is 9  
 Encourage more members to help 3  
 Well run organization  
 Our club is great  
 Should be more awarness at club level of work at State & National levels  
 1 point for competing is single most important issue  
 Best thing to happen to Australia since sliced bread  
 Two years of great enjoyment  
 Carnival nominated times needs to be governed  
 W.A. should cecede  
 Tremendous institution  
 Love knowing its there if I can make it  
 The word 'swimming' should be incorporated in all banners, tee shirts etc  
 Situation with the National Body poor - not enough co-operation  
 Charges for National swim too high  
 Lack of communication throughout the movement  
 Finest thing in the world

The following is the comparison of AUSSI with two other organizations. We realize we are unique, but this is no reason to ignore the expertise and experience of others.

QUESTION	A. U. S. S. I.	AMATEUR SWIMMING ASSOCIATION	SURF LIFESAVING ASSOCIATION
Who makes up the National Executive?	<p>3 elected:</p> <ul style="list-style-type: none"> <li>(i) The President</li> <li>(ii) The Secretary</li> <li>(iii) The Treasurer</li> </ul> <p>3 appointed:</p> <ul style="list-style-type: none"> <li>(i) The Nat. Director of Fitness &amp; Coaching</li> <li>(ii) Editor of A.A.S</li> <li>(iii) Auditor</li> </ul> <p>1 employed: executive director (not in operation yet)</p>	<p>Elected:</p> <ul style="list-style-type: none"> <li>(i) President (presently Vic)</li> <li>(ii) Vice-President " N.S.W.</li> <li>(iii) Secretary " Tas</li> <li>(iv) Treasurer " W.A.</li> </ul> <p>N.B. This executive cannot all come from the one State.</p> <p>The President is not eligible for re-election for the following year after a 3 year term.</p> <p>These elections are held at the Annual Conference</p> <p>Also appointed:</p> <ul style="list-style-type: none"> <li>(i) Recorder</li> <li>(ii) Executive Director who is employed and delegated work from the Nat. Secretary, attends Council meetings but has NO vote.</li> </ul> <p>Sends out minutes, circulars to all affiliates</p> <p>SALARY &amp; FUNDING OF Nat. OFFICE SECRETARIAT:</p> <ul style="list-style-type: none"> <li>(i) City Mutual sponsorship of \$300,000 over 3 years.</li> <li>(ii) State levy of \$1000, per State per year.</li> <li>(iii) Capitation fees of 60 cents per member</li> </ul> <p>Wages approx. \$18,000- \$23,000 plus 4 staff. The position filled for the 1st time 3 years ago with the appointment of Bob Quimby and is now held by Colin Barnes.</p>	<p>Elected</p> <ul style="list-style-type: none"> <li>(i) President</li> <li>(ii) Hon. Chief Superintendent</li> <li>(iii) Hon. Spec. Projects Officer</li> <li>(iv) Hon. Treasurer</li> <li>(v) Executive Director - Appointed NO VOTE</li> </ul> <p>Executive director &amp; staff appointed from time to time.</p> <p>Salary paid totally by Government Sponsorship</p> <p>The Executive Director and Hon. Treas must reside in Sydney, the others may come from other States</p> <p>Duties - see recommendations.</p>
How often do they meet?	<p>Constitution states shall meet as often as necessary. Also suggest Sec. &amp; Treas meet once a week</p>	<p>Meet as often as necessary, usually 2 or 3 times per year plus the 2 National Council Meetings.</p>	<p>As often as necessary, usually once every 2 months.</p>
How many Council meetings per year?	<p>TWO - March/April for the AGM August</p>	<p>TWO - August for AGM February in line with Nationals</p>	<p>THREE - August for AGM April in line with Nationals November</p>
Where are Nat. Council meetings held?	<p>A.G.M. - aligned with National Swim 2nd Council meeting - varies</p>	<p>Nat. Executive - meet usually Sydney A.G.M. - August - Sydney 2nd Council meeting aligned with Nationals</p>	<p>All meetings - Sydney</p>

QUESTION

A.U.S.S.I

AMATEUR SWIMMING ASSOCIATION

SURF LIFESAVING ASSOCIATION

When is notice of meetings sent?

90 days for nominations  
45 days back to secretary  
30 days to States  
28 days notice of Council meet  
14 days for final agenda paper  
(which incidently does not always happen.)

90 days - convening notice sent  
60 days - business for agenda back to Sec.  
30 days - nominations for office close  
30 days - final agenda to States for States  
to tell delegates how to vote

60 days - notice sent  
30 days - items for agenda into Dir.  
21 days - agenda sent to States

How long are Council Meets

A few hours

1 Full day - usually Saturday  
and if necessary  
2nd day - Sunday

Friday to Sunday inclusive.

Voting powers at Council meets

6 National Exec - 1 collective  
2 State delegates 1 " vote  
Chairman - casting vote if necessary  
NO written postal vote provisions

4 National Exec - 1 vote each  
1 State delegate 2 votes  
Chairman - casting vote  
Secretaries of sub-committees - voice but no vote.  
Life members; past president; ex. director - voice but no vote  
POSTAL vote provisions

Nat. Exec. - 1 vote each  
2 State delegates - 2 votes  
Chairman - casting vote  
Council can decide to accept votes of kindred organizations  
It can elect sub-committees or Hon. Officers from time to time  
POSTAL vote provisions

What are the powers of the National Executive?

(i) Responsible for day to day affairs of AUSSI  
(ii) Written report & financial statement to Branches at least every 2 months. (Does not happen.)

(i) Conduct routine administration affairs  
(ii) Deal with matters delegated by Council

(i) Process routine business that does not require reference to States  
(ii) All to be subject to ratification at next Council meeting.  
(iii) Pay accounts, send minutes.

What are the powers of the National Council?

(i) Administering the affairs of AUSSI  
(ii) Set objectives  
(iii) Review  
(iv) Select National's venue  
(v) Formulate policy

Carry out objectives  
Many sub-committees report to Council

(i) The supreme controlling authority of whole organization  
(ii) Awards; all matters affecting more than one State; control of Nation Inter-club and inter State competition  
Approaches to Fed. Government; Overseas matters including affiliation with Interim bodies; policy; lifemembers; adjudicate; manuals; tours; visits.

Who pays the fares of State Delegates?

Travel & accomodation (how long for) paid for 1 delegate per Branch  
2nd delegate paid in whole or proportion if over 400 members

Return air fare, economy class rates of State delegates shall be borne equally by the 6 States.  
Air fares of executive paid by Nat. funds

All travel & accomodation paid by Nat.  
All Nat. executive travel & accom paid  
Expenses may be allowed for other persons invited at request of Nat. Co



QUESTION	A.U.S.S.I	AMATEUR SWIMMING ASSOCIATION	SURF LIFESAVING ASSOCIATION
Annual reports State & National	State Sec. report required at Nat Council AGM Nat. Director of Fitness & Coaching and Nat. Secretary's report to be sent to States 14 days before Council AGM An audited Treasurer's report	A State Sec. report is called for, for inclusion in a National report printed each year. Includes as well, all Nat Exec reports and sub-committee reports, results. Not a very expensive publication - some colour photos.	State - properly compiled Annual R. National - " " A little larger, colour cover, black and white photos.
Financial year & A.G.M.	Jan 1st - Dec 31st A.G.M. - March/April - 3 to 4 months after close of financial year.	May 1st - April 30th A.G.M. - End August - 4 mths from close of financial year.	May 1st - April 30th A.G.M. - August - 4 mths from close of financial year.
Fee structure	National capitation fee - \$5 State capitation fee - \$1 - \$5 State affiliation fee - \$10	National capitation fee - 60 cents Nat. Levy on States - \$1,000 State capitation fee - \$5 " social members - \$4 " club affiliation - \$20 " country club aff - \$ 8	States pay no money to National Br. State Branch gets 40% rebate from National for sales of equipment. Intra-State: Club affiliation - \$155. State capitation fee - \$3 Carnival entry capitation - 75c State carnival " - \$4 Charge for all extras.
Sponsorship	NIL known except some City Mutual indicated in N.S.W. & some Youth, Sport & Rec Nat. office agreement?	National level - City Mutual \$300.00 over 3 years (ending) State - sought by Finance Committee consisting of Pres; Sec; Treas; & Finance Officer	Treasurer investigates Nat. funding and has a sub-committee of Administ; Publicity, & Promotions officers. This committee also concerned with fund raising. States - Street Appeals. MANY GOV. GRANTS & SPONSORSHIPS.
Patrons; Trustees; & Life members	NIL	2 Trustees - elected for life 5 Life members	Chief Patron - Prince Phillip Patrons - Governors of each State Vice-Patron - Prime Minister Lifemembers - Many Trustees - 3

RECOMMENDATIONS: MADE ON EVALUATION OF EXISTING CONDITIONS:

We realized we had a responsibility to ensure that our sub-committee did not at any time, neglect to appreciate that we were only acting on behalf of AUSSI and its members. We tried to keep firmly in mind the best interests of AUSSI in coming to the following conclusions and forming our recommendations.

NATIONAL SECRETARIAT:

We recommend that as soon as possible:

1. A National Secretary Honorarium be introduced at an amount of \$1,000. per year, to be reviewed annually, together with a paid part-time typist working approx 12½ hours per week at \$3,000 a year as we understand is happening at present.

If for any reason, the position of this part time typist was not filled, then the Nat. Secretary's honorarium should be increased to include the part-time wage and the Nat. Secretary would take on the full responsibility of manning the National Office.

2. By the year 1984 a full time typist should be employed to man the AUSSI office for 35 - 40 hours per week and assist the Nat. Secretary.
3. In the year 1985-86 a committee should be set up to review feedback on the recommendations of this Review and results evaluated.
4. By the year 1987 an Executive Director be employed, finances able, as long as our growth pattern continues and it is affordable. This person we recommend, will replace the position of Hon. Nat. Secretary.

A.U.S.S.I EXECUTIVE DIRECTOR'S DUTIES:

The National Council may from time to time appoint, remove, and/or regulate the duties of a senior salaried employee (herin referred to as "The Executive Director") who shall:

1. Subject to the provisions of AUSSI's constitution and rules and to the directions from time to time of the National Council and the Executive, implement all decisions of the National Council and Executive.
2. Control the activities and workings of the National Office.
3. Use his best endeavours to further the ideals of AUSSI, the policies of the National Council and the advancement and cultivation of sponsors.
4. Attend all meetings of the National Council and the Executive and such committees as he may be desired or requested to attend.
5. In association with the Nat. Treasurer, prepare budgets as occasion may require including office expenses, staff expenses, capital expenditure, travel, personal and council expenditure relating to himself and his duties, and to other officers.
6. Be responsible to the National Council and the Executive between meetings on matters of policy. He shall report to each meeting of the executive on the activities of the National office subsequent to the previous meeting.



7.  In all aspects of his activities, observe and comply with existing procedures of the National Body as regards correspondence and communication.
8.  Conduct the correspondence of the National Body and at all times make the same available to the President; Treasurer or other appropriate officers, either by submission of the office copies or by supplying copies of all such correspondence so as to keep those officers fully aware of all activities of the National Body conducted through correspondence.
9.  Refer to the National Executive on any matter arising for consideration which does not lie within the policy or directives previously decided on by National Council.
10.  Develop and implement in conjunction with the appropriate officer or committee, plans and proposals for the continued progress of AUSSI, including approaches to all levels of Government and the Public and Private sector.
11.  Prepare notices of meetings, and cause the notice to be sent to all States.
12.  Prepare and issue the agenda for all meetings of the National Council and the Nat. Executive.
13.  Be responsible to have taken the minutes of each meeting of the Executive and Council and to have such minutes prepared and circulated within three weeks of such meetings to all States.
14.  Maintain close contact with States and club levels of AUSSI, including visits to the same and be available to offer advice and guidance to the same, provided he shall obtain authority of the executive in advance of all proposed visits interstate and report fully with a financial statement on his return.
15.  From information supplied by States, maintain a yearly record of all Awards and distribution of patches and compile award listings if required.
16.  Compilation and circulation of Top Ten Times.
17.  Maintain an update register of World times and Records and send copies to States twice per year.
18.  Be responsible to carry out the procedures required in respect of matters to be decided by a postal vote and maintain a record of the result of all such votes.
19.  Ensure all new clubs receive copies of the Coaching Manual and Club Guide and implement programmes for production and revision of such manuals when required.
20.  Be responsible for the availability and distribution of all trophies associated with the AUSSI National Swim and Club Championships.
21.  Call for and collect all affiliation and member registration fees and forms due to the National Body.
22.  On the recommendations of the National Council implement any policy regarding international visits and trips.
23.  Be responsible for collection and compilation of material for an Annual Report of the National Branch, and the Financial Statement.

On the appointment of an executive director, the position of Hon National Secretary becomes redundant. The President, Executive Director, Treasurer, Editor A.A.S, Director of Fitness & Coaching shall collectively have a single vote which may be exercised in all matters excepting the election of the National Executive.

The above is based on the constitution of a proven sporting and community organization with a wealth of experience behind it

We envisage the initial cost of this persons salary would be in the vicinity at present rates - approx. \$18.000 - \$20.000 per year.

Within a further 10 year term, if growth continues at its present rate, we envisage the need for one or more clerical assistants manning a National Office. Cost at present rates approx - \$40.000 per year.

We have five years to find the part 1 funds for this scheme, and recommendations appear later re how to achieve this. It should be stressed however, that all sponsorship expects results, and the money will have to come in a great part from the membership.

We should also consider that the other organizations we looked into, who have been functioning for many years, have only recently obtained the services of Executive Directors.

#### NATIONAL EXECUTIVE:

This sub-committee also recommends that in the period before an Executive Director is employed, the National Executive be as set out below:

- (i) The President
- (ii) The Hon. Secretary
- (iii) The Hon. Treasurer and chairman of a Finance Committee
- (iv) The Director of Fitness & Coaching

all elected at the A.G.M., and appointed:

- (v) The Editor of A.A.S & Chairman of a A.A.S sub-committee

#### DUTIES OF NATIONAL EXECUTIVE:

President	As per constitution
Hon. Secretary	As per constitution, plus annual report compilation See changes if Exec. Director employed.
Hon. Treasurer	As per constitution plus

It is envisaged that a sub-committee of several persons who could look into sponsorship and possible grants for AUSSI, and report monthly through their chairman, the Treasurer, at National Executive meetings, would soon find ways to implement the future plan of an Executive Director. National Council must ratify any sponsorship committments.

We suggest the committee plan a budget for each financial year and look to the following headings.

#### Budget:

- a) To see whether the association can afford to undertake some project idea for the year without securing more income.

- b) To learn the expected amount of income it will have on which to base the year's activities.
- c) Attempt to find out before setting fees for the coming year if more income will be needed to meet expenses for the year ahead, or if some expenditure must be curtailed.
- d) To observe exactly how it is contemplated that the revenue will be spent.
- e) To make appropriate decisions without delay to curtail unnecessary expenditure, or adopt other courses.
- f) To give consideration of other sources of revenue: e.g. sponsorship, grants, membership drives.
- g) To have confidence in making specific, enterprising plans for the whole financial year ahead to conduct a programme of activity for the benefit of the members and the continuing welfare of the organization.
- h) It is this Finance Committee, chaired by the National Treasurer which should be responsible for going to the appropriate Government departments and to sponsors, commencing now, with our need for an Executive Director by the year 1987, approximate cost of this project, and the objectives and value of an organization such as ours.

If the salary of an Executive Director is to come solely from member registrations, then on present rates and 2,000 members a National capitation fee of \$15 would be necessary. If no grants or sponsorship is forthcoming by 1987, then the National Treasurer's finance committee should notify members on the necessary National capitation fee which would be required to cover this project.

#### National Director of Fitness

##### & Coaching

As per constitution. Plus calling a meeting of coaching representatives of each State to discuss goals, objectives, problems, and report in writing the recommendations of that meeting to the Nat. executive.

Be responsible for organizing updates of information for the National Coaching Manual

To organize research programmes as per AUSSI objectives in the constitution.

#### Editor A.A.S

We recommend:

That the Editor of the A.A.S Magazine be chairman of a sub-committee of several persons. If this occurs then AUSSI could look into taking over the task of production of this magazine themselves. In the short term, it would provide a diversity of opinions for input into the magazine. We DELIBERATELY recommend that this task does not fall onto the shoulders of any future Executive Director, because we feel this diversity of opinions is essential.

The National Treasurer and Editor of A.A.S should be free to choose their own sub-committees.

Executive Director See duties listed earlier.

Auditor As per constitution.



The National Executive should:

1. Meet as often as necessary, but ideally at a regular time each month. This meeting should NOT be held in conjunction with any other meeting.
2. The minutes of these meetings should be circulated to State Branches no later than 3 weeks after the meeting.
3. The National Executive shall be responsible for the day to day affairs of AUSSI ONLY and deal with matters delegated to it by a National Council. They shall be accountable to the National Council.
4. The National Executive shall collectively have one vote at a National Council meeting on all matters except election of National Executive.
5. There should be a provision for a postal vote by States on any matter which requires a decision between National Council meetings or if finances do not permit a Council meeting to be held.
6. An annual report should be circulated 1 month prior to the A.G.M. in March/April, containing:
  - (i) Executive officers reports
  - (ii) State Branch reports
  - (iii) Audited financial statement

#### ANNUAL REPORT:

This report does not have to be elaborate and can be produced very cheaply but professionally, at little cost. The three to four month time lapse from the end of our financial year on December 31st, allows plenty of time for this.

The purpose of an Annual Report of an organization is, of course to enable its National Body to provide the members with an ACCOUNT OF ITS STEWARDSHIP during the past year. Accountability for the finances is second to none in impact.

The Annual Report is likewise centered on the effective attainment of chief objectives. It should include an account of what was attempted and accomplished during the year and the measure of progress in attaining its objectives.

An Annual Report, we repeat, does not need to be expensively produced, nor larger than necessary for adequate reporting. However, whether produced on duplicating equipment or by colourful books with photographs, an Annual Report is likely to be a capable, invigorating one if it is drafted with positive communication in mind and constructed with imagination and a creative urge. Whereas it may not generate interest or even be read if it gives the first appearance of being ' just the Annual Report ' or worse,

' JUST SCRAPS OF PAPER. '

It can also be a ready made public relations document which can engender respect for and approval of and support for, the objectives of AUSSI.

7. Prior to the 2nd National Council meeting a current financial statement and executive officers reports should be circulated and tabled.

8. The Branch affiliation fee and member registration fees should be revised and reviewed each year at the 2nd National Council meeting on the recommendations of the Finance committee, and to be adopted the following January 1st.
9. The National Swim entry fees and programme should be set at the same meeting, while the Host State should be selected two years in advance at the A.G.M.
10. The National executive airfares and appropriate accomodation expenses to attend National Council meetings shall be paid from National funds.

NATIONAL COUNCIL:

We recommend the following:

1. Duties as per constitution.
2. For the time being, 2 State delegates with fares as per constitution.
3. Voting as per constitution.  
Provision for POSTAL VOTE by States.
4. THE NATIONAL COUNCIL SHOULD BE THE SUPREME CONTROLLING AUTHORITY OF THE WHOLE ORGANIZATION.

To ensure this can be done effectively with recall to what the majority of members of AUSSI in each State want, the following recommendations are made.

- a) The Secretary or Executive Director shall write to all Branch Secretaries calling for nominations for National Executive at least ninty (90) days prior to the A.G.M. and also the position of auditor.
- b) Shall send a convening notice announcing the A.G.M. or 2nd National Council meetings ninty (90) days prior to the meeting stating:  
date; time; venue; proposed agenda; in the case of the A.G.M. calling for nominations for executive; call for items for the agenda from States:  
All to be in the hands of the Secretary not later than sixty (60) days before the date of the Council meeting.
- c) State Branch secretaries shall submit nominations and items for the agenda in writing to be received by the National Secretary or Director sixty (60) days prior to the meeting.
- d) A list of candidates for each position and a finalized agenda paper shall be forwarded to all State Secretaries at least thirty-five (35) clear days prior to the National Council meeting.
- e) Each National Council meeting should be given sufficient time to complete all matters on the agenda without rushing. Therefore, we recommend that the constitution be changed to state the A.G.M. be held at least two clear days prior to the National Swim  
and:

the 2nd National Council meeting be organized for one full day, with a free day following, if business still requires completion.

THIS SUB-COMMITTEE CANNOT STRESS SUFFICIENTLY that two National Council meetings per year are enough to run AUSSI activities only if:

- .. The National executive send out a convening notice and a final agenda paper in sufficient time for States to discuss the matters raised WITH THEIR CLUBS.
- .. If the States give an input to the agenda paper and give fair consideration to matters raised.
- .. If the meeting can be conducted with no time pressures.

For AUSSI to be a success we have to do what the majority of members want, not what any elitist group wants.

#### FUNDING FOR THESE PROJECTS:

As there is a special Finance sub-committee of the Review, we only made recommendations or listed headings in the area of revenue applicable to funding our recommendations so far. This has not been dealt with in depth.

We recommend:

1. Annual affiliation fees for States be raised from \$10 to \$100 per year.  
(We realize small, one club States will have a problem with this, but at present they are entitled to the airfare and accomodation of at least one delegate to two Council meetings per year, which is proportionally still much in their favour.
2. Annual registrations per member stay for 1983 at \$5 per member until we can run more efficiently, and until such time as the general membership can see worth for an increase to about \$10.
3. Entrance Fees National Swim and Club Championships  
Individual events - No increase at present above \$3 per event.  
Relay events - \$5 per team.
4. Overseas and Pan Pacific Swims - Larger fee structure to cover costs and make a profit. Profit last one - \$1.186.93
5. Donations?
6. Grants & Subsidies?
7. Revenue from trading - T/Shirts, badges etc. Room for improvement.
8. Sale of publications produced by or for AUSSI
9. Interest on investments?
10. Proceeds from functions - Annual Dinner; Charge for seminar etc.
11. Other sources?

As mentioned before this is an ongoing task where a special Finance sub-committee under the chairmanship of the National Treasurer must continually

seek AUSSI's chances for Government grants, especially from the Department of Youth, Sport and Recreation and the Department of Health. This should also entail follow up on sponsorship suggestions which are applicable to AUSSI's image, as listed in questionnaire results. However, any sponsorship ramifications or commitment must be approved by National Council.

GENERAL RECOMMENDATIONS:

1. We recommend the National Body seek Incorporation and make the appropriate change to the constitution to make this effective. "The Law and Administration of Associations in Australia" by M.G. Horsley sets out steps to take, as does "Sport and Law in Australia."
2. We recommend the National Council look into appointing Patrons and Vice-Patrons with special consideration to the Commonwealth Minister for Health.

Many associations elect patrons. Such an appointment is normally a continuous one until the holder relinquishes it. A patron brings prestige, a distinguished name in the annual report, and gives added confidence to the community and potential members regarding the nature of AUSSI. Where vice-regal patronage is desired, the first approach should be informally to the Secretary of Government House. A patron does not have executive powers but should be kept informed of important matters and general progress. A patron should not be taken for granted, or used for their monetary assistance.

3. Cutting Costs.  
At present this sub-committee does not recommend cutting payment of the air fare of the second delegate from States to the National Council meetings. But with air fares from Western Australia for example costing approximately \$2,400 per year, we recommend that future consideration be given to the necessity of having two paid delegates when they only have one vote.  
A further suggestion for consideration to the problem could be that return air fares of the second delegate from all States be tallied, and borne equally by each State or Territory.

One questionnaire return suggested cutting out payment of delegates air fares for the A.G.M. on the premise that it was aligned to the National swim and States should have adequate representation. This committee rejects that assessment totally. In many States, the people who hold responsible positions on their executive are not necessarily in a financial position to travel to the Nationals, and not necessarily competition swimmers who would want to do so each year.

4. We re-affirm that both National Council meetings should be given two free days to conduct all the business arising. In the case of the 2nd Council meeting we strongly recommend that this not be aligned with Pan Pacific swims etc. However, if a National Seminar is to be held then the Council meeting should be all day on Saturday, Seminar, Sunday, and Monday kept free for any business which needs to be concluded.

We realize not many people delight in the thought of an all day

Council meeting, or a weekend Council meeting. However, to justify the expense of delegates fares we should approach the agenda in the right frame of mind, and give it the attention it deserves. We again re-affirm that these Council meetings are the supreme controlling authority of AUSSI.

We realize leave of absence from work may be difficult for some delegates, but with ample notice for meetings, and only the two occasions per year, we feel this is not an insurmountable problem.

5. Lifemembers: In retaining volunteer workers we suggest the secret is appreciation. Volunteers should be thanked generously and often, particularly if they are getting no financial reward and may be giving many hours of their time. Further to this end, we recommend the National Council look into the appointment in the future of Lifemembers. An AUSSI National Council Lifemember would be a fitting acknowledgement for many years of service. Most lifemembers of organizations can attend National Council meetings, but have no vote.

#### IMPLICATIONS:

The major implications of this report are:

1. Many changes to the present constitution are required.
2. The Treasurer and Editor of A.A.S. have extra duties.
3. We are moving sensibly to the appointment of a senior salaried secretariat.
4. The National Council becomes the controlling body of AUSSI with the National Executive and sub-committees answerable to it.
5. There is a diversification in some cases of the workload from one persons shoulders to a committee.
6. The National executive will have to set up some format for the next Council meeting which we suggest should be at the end of July/early August to pass those recommendations acceptable to all States, or to discuss same.
7. Please don't hang me, I have a husband and three kids.

Glenys McDonald  
Chairman Sub-Committee

Committee Members:  
Phil Jose  
Vic McDonald



PLANNING AND CO-ORDINATION OF SWIM MEET PROGRAMMES.

TITLE OF SUB-COMMITTEEPLANNING AND CO-ORDINATION OF SWIM MEETS ETC.

## TOPICS:

1. Planning and Co-ordination of Swim Meets
2. The promotion of Fitness and Health
3. The teaching of swimming and education of members
4. Coaching of Adult swimming
5. Awards
6. Motivation of members and clubs
7. Research

## SUB-COMMITTEE MEMBERS:

Kay Cox	Chairperson	Carine member and State executive
Pat Atherton		Carine member
Alf Gaebler		Melville member
Frank Mongan		Osborne Park member and State executive
Jan Vanden driesen		Carine member

## METHOD OF DATA COLLECTION:

## 1. DISCUSSION AND RESEARCH.

As this sub-committee involved such a large number of topics which were both separate entities and yet inter-related, each person was allocated areas of responsibility to research and discuss. Members were asked to report their findings under the headings as set out and which form the basis of this report.

## 2. QUESTIONNAIRES.

From the questionnaires that were returned from other State Branches and clubs, both outside and within W.A. results were tabled and analysed and used to support or debate discussion and recommendations.

However, as returns were poor, a total of 10 for this sub-committee, with only

- a) 2 State Branches
- b) 1 National executive personal reply
- c) 3 clubs from N.S.W.
- d) 4 clubs from W.A.

responding, it is not statistically valid to place any great emphasis on the results. However, I believe it does give us a picture of the trends of those clubs/branches interested enough in the future of AUSSI to answer, and an insight into their thoughts on such matters which are vital to the maintenance and development of AUSSI aims. The results, if they did nothing else, at least showed us how alike or different from each group was from the other in response to the questions asked.

A further point of note was that the responses to some questions and in fact sections e.g. co-ordinating and organizing swim meets were left blank. There may be many reasons for this such as the question may not be applicable, the group was satisfied with the current situation, had no thoughts on the matter, didn't understand the question etc. However, all is speculation so they were counted as no responses.

The way in which groups tackled the questions varied from those who prepared answers to all questions and those who gave contradictory answers. It was recognized that any group attempting the questions had a formidable task and all responses were most welcome.

#### BACKGROUND OF THE SUB-COMMITTEE

Originally it was attempted to have the sub-committee consist of a balance of those people who held or had held positions that were closely involved with the topics outlined, namely State and Club Fitness Directors and State and Club recorders. However, as is the case with most voluntary organizations, those people already have heavy commitments and hence may not be available. However, those who did willingly give their time and effort brought with them a solid background of experience with State and club affairs.

1. Frank Mongan - 4 years State and Foundation President of AUSSI W.A. Member of the 1981 National Swim Meet organizing committee; co-ordinator of the Review committee.
2. Kay Cox - State Director of Fitness & Coaching  
Co-ordinator of the 1981 National Swim meet organizing committee; Chairman W.A. Aerobic Award committee.
3. Pat Atherton - club recorder
4. Alf Gaebler - club recorder
5. Jan Vanden driesen  
- Club Fitness Director Coach; State Director of Fitness & Coaching 1982; member of the W.A. Aerobic Award committee. (the original proposer of the idea of an Aerobic Fitness Trophy.)

Only the experience and positions held within AUSSI have been mentioned. However, all of them bring with them years of experience and expertise, not only in swimming matters, but in administration, organization and personal qualifications. Therefore, I believe that the efforts produced should be valuable in finding the direction for AUSSI in these matters.

#### QUESTIONNAIRE RESULTS

##### TOPIC 1 - THE PLANNING AND CO-ORDINATION OF SWIM MEETS:

Responses in this area were the poorest of all the topics covered by this sub-committee, perhaps because the questions asked for comments, rather than directing and asking specific questions. The former method to be useful, requires far more thought processes, experience in AUSSI swims, time and effort, and whilst expedient in getting out a questionnaire does not always get the quality and quantity of responses that are hoped for.

Out of the ten returned questionnaires, only five offered any comment in this area and then not at all levels. One thing that has been very clear from surveys, seminars and questionnaires held in W.A. in 1981 that the average club member is really not interested in anything beyond his own club and being able to swim. Members cannot be entirely condemned for this attitude as after all that was probably why they joined AUSSI in the first place i.e. to swim, not to be involved in committees and paper work. That is, we have within our ranks degrees

of involvement and commitment and State and National Councils should keep this in mind when planning projects, and take this into account if they are disappointed with the response.

Question a) - National Swims

Only 5 out of 10 responses:

- (i) Needs review
- (ii) Leave it as it is - contradictory, from different States.
- (iii) Continue to encourage all to participate
- (iv) Select the programme from suggestions from the States
- (v) Delegates to organize a subcommittee rather than tie up State Branch

Question b) - State Swims

Only 5 out of 10 responses:

- (i) Leave to States to organize
- (ii) States to delegate responsibility to sub committees
- (iii) Should be held no more than 3-4 weeks prior to or after National Swim. Suggestions from previous AGM.

Question c) - Club Swims

Three out of ten responses:

- (i) Novelty events should be included to keep fun in swimming
- (ii) Delegate to sub-committees
- (iii) Inter club swims should be planned with the advice of the State Branch to co-ordinate dates and programmes.

There appears to have been a misinterpretation of intention of the questionnaire, where some replies seem to think that control and policy making was to be taken out of the hands of the bodies concerned. What was required was an idea of activities in each State to find what forms of organization and activities are successful and those that are not. However, there was no real consensus of opinion except that there should be improved communication between the three levels and that National Council should not be involved in State swims.

A very important suggestion is that National and State and even club committees should not have their time committed to planning and conducting swims directly as this detracts from their everyday administration tasks. Instead, at the three levels, sub-committees should be set up to do this but still be responsible to their governing body.

As the responses to this topic were not as comprehensive as what was hoped for, this sub-committee has outlined, discussed and referred to the systems we are familiar with. Hence at the club level it very much concerns the problems and solutions W.A. has experienced. This is by no means meant as a model plan, but rather a selection of ideas and alternatives that groups may wish to try.

QUESTIONNAIRE RESULTSTOPIC 2 - THE PROMOTION OF FITNESS & HEALTH

In the questionnaire this section was headed 'Aerobic Fitness', a term which unfortunately seems to have led (not only in reference to this question) to much misunderstanding, misconception and confusion. I propose, therefore, that where possible such activities should come under the general heading of 'Fitness' and where interchangeable, the word aerobics be substituted for 'endurance'. I believe a lack of understanding and 'fear of the unknown' attitude has developed a barrier to communication and thus preventing the realization of our basic aim of Fitness.

I want, however, to make it clear that what I am proposing is a change in the term, NOT a change in the CONCEPT. Perhaps the other way to overcome the problem is to use the two interchangeably but I suspect this has already been tried. It is also obvious that our attempts in education of our swimmers has not been as successful as they could have been. I am also aware that our campaign has not had the advantage of the 'PR' of the commercial world of Fitness Aerobics in the form of 'Aerobics to Music'; gym type exercises, which have become very fashionable of late, (at least in W.A. this is true) a trend I believe is partly due to the glamour and novelty that the commercial world is offering. Little do most of members realize that they are getting far more beneficial and enjoyable form of aerobic exercise by swimming, for a small percentage of the cost, i.e. membership and pool entry.

Thus in the area of promotion of Fitness and Health we need to look at the three key factors of

1. Education
2. Marketing approach
3. Appraisal or evaluation of Fitness

Topic 2 - 9 completed returns

Question a) - To what extent is your State Branch promoting Aerobic Fitness?

Of the 4 States represented, one strongly promoted aerobic fitness; two stated it hadn't been promoted but was receiving attention; and the other being a very recent group was unable to answer.

One club in W.A. where the promotion was said to be very strong claimed that it was too heavily promoted, however provided an illustration of the misinterpretation problem stated earlier. This group had equated the Aerobic Awards Trophy with aerobic fitness, and unfortunately this misunderstanding has affected their attitude to this concept.

Question b) - How was this being done?

Only applicable to W.A. and was found to be through information booklets and seminars.

Question b) - Is it being done effectively?

In W.A. - 3 Yes  
3 No

Question d) - Are your clubs orientated towards aerobic fitness?

7 : 0 - Yes

Question e) - How important to your club are competitive sprint events?

3 - Not important  
2 - Very important  
2 - 50% , equal with fitness  
1 - Very popular occasionally but not on club nights.

Question f) - Are there, and should there be, any incentives to encourage aerobic fitness?

8 - Yes

Question g) - Do your clubs have Fitness Director/Coaches?

9 - Yes  
1 - Tentative "some do"

Question h) - How are these people selected?

5 - Volunteers  
2 - Elected  
2 - Asked by the club - those with experience

Question i) - Is your Branch aware of Kenneth Coopers Aerobic pointscoring system?

8 - Yes  
1 - No

Question j) - Are you aware of this being used or promoted by any clubs?

3 - No  
5 - Yes

Question k) - Do you have a State Director of Fitness & Coaching?

9 - Yes

However, it must be borne in mind that only 4 States are represented, and it is not known whether the other 2 do have such a position.

Question l) - How important do you see this position as being, in achieving the aims of AUSSI

7 - Very important  
1 - Unsure

Question m) - How is your State Director of Fitness & Coaching selected?

4 - elected at State Branch meetings - A.G.M.  
1 - seconded volunteer  
2 - approved by State Council

It was very evident from the responses to this question that some clubs were not aware of the system operating in their own State. This was true of at least two States involved.

This is a very poor situation considering they see the role of Director of



Fitness and Coaching to be such an important role, yet they are unaware of how this person gains the position.

As stated earlier, responses to questions (a), (b), (c) and (j) illustrate that Aerobic Fitness has been used interchangeably and equated with

(i) The aerobic award club trophy

(ii) Coopers aerobic pointscoring

whilst it is true that both involve aerobic exercise and promote aerobic fitness, they are not aerobic fitness in total.

Therefore, the sooner the National committee, State branches and clubs involve themselves in an education programme to

(i) dispel the misconception and misunderstandings about Aerobic Fitness

(ii) enlighten members as to the components of Fitness and how these can best be achieved for AUSSI swimmers

the better. This is not to say that this is not being done at all, but a technically sound and co-ordinated approach is needed.

### QUESTIONNAIRE RESULTS

#### TOPIC 3 - THE TEACHING OF SWIMMING & EDUCATION OF MEMBERS

10 responses received.

Question a) - Do you provide the opportunities for adults to learn to swim?

- 6 - Yes
- 3 - No
- 1 - In future plans

Question b) - Do you see this as part of our function?

- 7 - Yes
  - 2 - No
  - 1 - Not at present
- } W.A. replies

Western Australia was the only state not offering this service and not seeing it as part of our function. W.A. was unsure that the practice was so widespread in other States and whilst not against the idea, has difficulty in organizing the practical aspects such as who would do the teaching, and when this would be done.

This problem in fact prompted the following questions. Another difference between States to be considered is the history of the growth and the emphasis placed on various activities. W.A. club nights although including coaching sessions tend to have a high proportion of the time spent on time trials, and therefore leave little room or time for teaching. As stated, W.A. is certainly not against teaching swimming and has suggested the use of commercial swim schools to overcome this gap. Whether this is really a solution is debatable, but it is an alternative.

Question c) - When is this teaching done?

- 5 - On club night
- 2 - Outside of club night

Question d) - Who does the teaching?

- 1 - All club members
- 2. - Qualified teachers (club members)
- 4 - Fitness Directors and club members

Question e) - Should this be arranged on a commercial basis within AUSSI?

- 1 - Yes
- 5 - No
- 1 - Possible

It was evident that this question was not clearly stated. What was really being asked was whether clubs should provide the opportunity for commercial 'learn to swim schools' to conduct classes for AUSSI members outside club nights and at their own expense. I suspect this was interpreted as charging members for the service they now receive.

Question f) - What qualifications should these teachers have?

- 4 - Formal qualifications
- 2 - not necessary as long as they can teach (how this is evaluated is not known.)

Amongst the formal qualifications suggested were:

- (i) A.S.A. Teaching of swimming badge
- (ii) Instructors certificat (lifesaving award)

This will of course vary from State to State depending upon the existing systems.

Question g) - Do you see AUSSI as a community service in promoting health and fitness, or should we just be an adult swimming association for those who can swim reasonably well?

- 8 - Community service
- 2 - Adult swimming association

There were some very strong comments for being definately a community service.

Question h) - Do you think we should cater for disabled persons and actively encourage them to participate in AUSSI

- 10 - Yes

Overwhelming support for this idea, but there was a strong suggestion that this be kept within the limits of the clubs. Aslo with some disabilities expert advice and help may be needed.

Question i) - Do you think the concept of a National Seminar is important?

- 7 - Yes
- 3 - No (i more important at a club level)

Question j) - What issues should be discussed, teaching, and coaching, or administration or both?

- 9 - Both coaching and administration
- 1 - Coaching only

Question k) - Who attends the National Seminar from your State Branch?

- 7 - Fitness Director and State Secretary
- 1 - Elected delegates
- \* any interested member when the seminar is held in their State.

Question l) - How do you think the topics should be selected?

- 7 - Contributions from clubs and States
- 1 - Vital issues

There was a comment that there should be more emphasis on stroke correction and teaching of adults.

Question m) - At what level should these Seminars be aimed?

8 - The average member, try to cater for all  
They should not be too specialised.

In the past National Seminars have tended to be aimed at the Directors of Fitness and Coaching, plus interested members of the host State. However, these tentative figures would tend to reject that idea. Moreover it suggests that we need to review the aims and purpose of the National Seminar.

Question n) - Do you think they should be held in the same State or City or moved around each year?

9 - Moved around State to State

One reply was in favour of moving the venue within S.E. Asia  
The response to this question was overwhelming and an indication that an immediate appraisal of the present system be made. Although highly desirable in allowing members from all States to participate within say a 5 year period, it does pose at least 2 problems:

- (i) the role of the National Director of Education & Coaching in the Seminar needs to be examined when the event is held outside the home State.
- (ii) there could be extra travel costs associated for example if the Seminar is also on administration matters and is held outside the home State of the National executive. The logical solution to this would be to have the National executive and Director of Fitness and Coaching in the same State and rotate this committee every 2 - 3 years. The Seminar venue would not change yearly, but would allow opportunity for continuity in planning.

As costs of transport is excess in Australia under our present structure and financial standing it would be undesirable and I am sure an unpopular move to use member registration fees to finance travel on this scale.

Question o) - Do you think we should become involved in teaching other health areas such as nutrition, stress and drug abuse etc?

4 - Yes

4 - No

I believe it was not clear that this question referred to nutrition, stress drugs etc, as they affect the adult swimmer. The 4 Yes replies obviously from the comments were aware of this relationship, and the others not.

Question p) - Do you have any resources or teaching materials?

6 - Yes

2 - No

Resources listed were books and films and videos. However, they did not appear to be in quantity nor was there a great resource on adult swimmers.

Resources also tended to be restricted to clubs and coaches rather than all members and belonged to groups other than AUSSI groups.

Question q) - Do you have access to other resources e.g. Amateur Swimming clubs, swim schools etc.

6 - Yes

2 - No

Even though these facilities appear to be available, I question from experience in this State just

- (i) how widely used they are
- (ii) how appropriate the material is.

Question r) - Do you conduct a State SEminar?

On a State basis

- 2 - Yes
- 1 - No
- 1 - A coaches clinic

Question s) - Do you think lifesaving techniques are an important aspect of swimming that should be promoted in AUSSI?

- 7 - Yes
- 2 - No

The negative responses claimed that

- (i) there was no time
- (ii) other organizations specialize in this area.

It was not intended that AUSSI should become a lifesaving awards group, but rather, that we should face up to our responsibilities in being prepared and acapable in case the need should ever arrive.

#### QUESTIONNAIRE RESULT

##### TOPIC 4 - COACHING OF ADULT SWIMMER

10 responses received.

Question a) - Do you require your Directors of Fitness & Coaching to have any qualifications?

- 2 - Yes
- 6 - No

This could have been interpreted to mean:

- (i) formal qualifications
- (ii) informal qualifications, such as the ability to swim, teach etc.

It was intended to assess the desirability of formal qualifications and it is believed that the majority interpreted it this way. It would seem at present formal qualification are not necessary to become a Fitness Director. Which could mean that people with such qualifications are not available or that clubs do not see the need to have trained persone! involved in their programme. It is suggested that both reasons apply. However, from some of the comments given referring to the qualities of Coaches, such as enthusiasm willingness, preparedness and good communication, the second reason is strongly supported.

Question b) - Does your State Director of Fitness and Coaching do any practical coaching?

- 4 - Yes
- 4 - No

State basis

- 2 - Yes
- 2 - No

This would depend of course on the defined and perceived role of the position in each State, and the time available to the individual. Also it was not known whether for those that responded ' yes ' this meant coaching at their own club i.e. a dual position or that as part of their State position they visited other clubs and assisted.  
See the relevant section in the reports.

Question c) - Should Directors of Fitness and Coaching have some formal qualifications? What should they consist of?

4 - Yes  
4 - No

Types of qualifications referred to were physical education background (2 responses) with a swimming background.

This is what is proposed as one of the desirable qualifications in the report however, we realize that this combination is not always available.

This question relates to (a) as it was hoped to see just what was happening in practice as compared to what was considered desirable. It would appear that from these results that we should  
(i) endeavor to find people with suitable qualifications or  
(ii) we should try to train those willing volunteers already in some cases doing the job.

Question d) - If you have any ideas on what qualifications and how they may be achieved?

The only response was that a detailed study was required. Lack of knowledge in this area supports this.

Question e) - Do your clubs have any difficulties in getting Fitness Directors?

2 - Yes  
6 - No

The suggestions to overcome this were

(i) Pay them  
(ii) a shared position

Question f) - How often do your Fitness Director's have coaching sessions?

1 - 3 times a week  
1 - 2 times per week  
3 - 1 time per week  
2 - monthly

This seems to vary according to purpose. e.g. stroke correction, coaching of fitness training.

Question g) - Are your Coaches in an advisory capacity only?

This refers to club coaches:

1 - Yes  
7 - No

At the club level coaches appear to have a very active role in coaching.

Question h) - Does your State Fitness Director have a vote and attend State Branch meetings?

On a State basis:

1 - No (With the negative statement it was said that ' they should have - perhaps ')  
2 - Yes

This is a constitutional matter that needs to be rectified.

Question i) - Do you think your coaches consider the special requirements of adult swimmers?

- 7 - Yes
- 1 - Should
- 1 - No

It was surprising to see that at least one group was not considering the special needs of adult members. Unfortunately no details were given.

Question j) - Suggestions on the role of club Fitness directors?

- 4 - Planning programmes
- 4 - Administration and organization of training nights
- 4 - Promoting fitness

There does seem to be a consensus of the above as desirable functions of Fitness directors.

## QUESTIONNAIRE RESULTS

### TOPIC 5 - AWARDS

9 responses received:

Question a) - Do you think the present number and type of awards are adequate?

- 9 - Yes
- 0 - No

This indicated that clubs were happy with the present system, however, 3 responded 'yes at present' indicating that our future needs may be different.

Question b) - Are you happy with the rules and conditions of each of the awards?

- 6 - Yes
- 3 - No

The 1,500m 800m and the \$1 badge fee were areas of discontent. One W.A. club said they were happy with the conditions of State awards only.

Question c) - What are your thoughts on the 800m 29min limit? Should there be any allowance for backstroke & breaststroke?

- 8 - Yes 29 mins adequate
- 2 - No Not satisfactory

- 3 - No allowance for stroke
- 2 - Should allow for backstroke & breaststroke.

It was only W.A. who said allowances should be made for the strokes. This is the system presently used in this State which was initiated because of pressure from clubs. Perhaps W.A. has seen the need before other clubs, in that we may have a higher percentage of people who prefer these strokes who do the awards. Also W.A. may have a greater number of awards swum (to be determined).

Question d) - Should awards take account of age, sex and stroke performed?

- 7 - Yes
- 2 - No



This tends to contradict the answers to question (c) although respondents may have referred to age and sex.

Question e) - How effective do you think the formula for the 1,500m (50 x best 50m time) is in measuring fitness?

- 3 - was satisfactory (however said it discriminated against the sprinter)
- 4 - not effective
- 1 - popular but discriminates

Therefore it is evident that while still considered popular or satisfactory by some, it does discriminate against the sprinter. However, it must be remembered that we are dealing with two attributes, sprinting and endurance fitness, and there is no way we can relate the two. This is discussed in the relevant section. Indicates this award definitely needs review.

Question f) - Do you have any idea on a better formula or system?

- 5 - No
- 3 - Yes
- (i) base on 400m time
- (ii) no time limit

The former is supported as workable alternative, the second also would not be necessarily a measure of fitness.

Question g) - Do you think the National Aerobic Award Club Trophy is a worthwhile system?

- 8 - Yes
- 1 - No

Question h) - Any suggestions on a system?

- 5 - No
- 3 - Base on the W.A. System for at least 12 months
- 2 - Single point score system with a limit to the number of awards attainable.

Question i) - Do you think awards and badges should be recorded and issued at a State level and co-ordinated at the National level?

- 7 - Yes at a State level
- 2 - opted for National level

It appears that a more direct line to swimmers is available at a State level and as was stated in the section on awards, the rewards need to be as immediate as possible or they lose motivation power.

Question j) - Do you think there should be a condition on where awards can be swum e.g. still water, rivers etc?

- 9 - replied distances should be measured
- 4 - pools only
- 1 - tidal pools permitted
- 1 - tidal pools not permitted

This is in effect limiting swims to constructed pools. However, we must remember the overall aim of fitness through swimming and we well may be penalizing members who do not have access to such pools.

Question k) - Do you think there should be conditions imposed on the standards of measurement of distance?

- 6 - accurately measured distance
- 1 - pool only
- 1 - bath type pool permissible
- 1 - no to conditions

This consensus appears to be accurate measurement of distance but location such as ocean, lake or river etc is possibly allowable.

Question l) - Suggestions re awards?

- 5 - None
- 1 - More recognition of the achiever equal to that of the medal winner
- 1 - too many to mention
- 1 - should only pay fee if a badge is required
- 1 - cost of awards paid by individuals, however the club could provide subsidy to provide encouragement
- 1 - W.A. system is adequate

The suggestion that more recognition be given to the achiever with just as much emphasis as the medal winners from National Swims etc is an important one in our aims to promote aerobic fitness. If we think it is so important then I think more value should be accredited to its achievement.

#### QUESTIONNAIRE RESULTS

##### TOPIC 6 - MOTIVATION OF MEMBERS AND CLUBS

10 responses received

This was divided into a) individual  
b) the club

a) The individual

(i) How can we encourage members to continue with a personal training programme

- 4 - have a good and varied programme
- 3 - emphasis on personal fitness and improvement
- 2 - awards
- 2 - education

(ii) Attend club nights and functions

- 3 - friendliness and club spirit
- 3 - personal touch in meeting needs
- 6 - individual needs are catered for
- 4 - varied and attractive programme
- 2 - involve in activities

It appears that the club atmosphere and individual care and attention in meeting members are very important aspects in encouraging members to participate in club activities.

(iii) Participate in AUSSI activities, awards, swim meets etc

- 4 - encouraged by other members
- 4 - friendly club spirit made to feel 'part of it'
- 1 - challenge to improve fitness
- 1 - advertise on club notice board

## (iv) Continue membership

- 3 Get members involved in the running of the club
- 2 Have a good education programme with varied activities
- 2 Individuals contribution valued and helped
- 1 Moderate fees
- 1 Alternative activities (for variety plus times when swimming may not be possible e.g. change of season and illness or injury.)

The important feature of these responses is that there is a consensus opinion that the club atmosphere plays a major part in the individuals motivation. That is, it is an attractive place to be and meets their social and other needs.

The qualities of an attractive club are seen to be:

- a) Friendly team spirit
- b) A good swimming programme
- c) A good education programme
- d) The individual is given help and encouragement and his efforts are rewarded
- e) Involvement by the individual in club activities. (However, clubs must be very wary of dumping arduous chores e.g. committee positions on the uninitiated and inexperienced or unwilling because the demands may cause them to leave.)

## Question b) - CLUB MOTIVATION

## (i) To fulfill the aims of AUSSI

- 2 Be aware of aims (Club administration) and keep the club officials informed
- 4 Good communications through all levels. Use AAS to advantage
- 2 Publish worthwhile efforts and reward club efforts
- 1 Encourage individual participation and sympathy with aims
- 1 Encourage fun and fitness
- 1 Education of other clubs by example (this also relies on PR and communication and reward for efforts.)

## (ii) To participate in State Activities

- 3 Make appealing and interesting
- 2 Make sure they are well advertised
- 3 Keep costs low
- 1 Be aware of time commitment necessary and other commitments members have e.g. public holiday clashes and very long events i.e. where time off may not be possible.)
- 2 Club and State committee set the example
- 1 No problems ( i.e. one State said they had no problems in motivating the individual or the club. It would be of interest to all to hear some of their ideas and programmes.

Communication seems to play a very important part in motivating clubs to participate plus the activities offered must be interesting, appealing, and not at great expense.

Perhaps we need to review our participation patterns of National Swim Meet in this light.

QUESTIONNAIRE RESULTSTOPIC 7 - RESEARCH

8 responses received.

Question a) - Do you think research is important?

6 - Yes  
1 - No  
1 - Unsure

Question b) - Who should be responsible for this research?

3 - Director of Fitness and Coaching  
2 - Other agencies such as National Heart Foundation  
1 - Everyone

Question c) - Should any funds be available for research?

2 - Yes, but limited  
3 - No  
1 - Unsure

Question d) - Where should this come from?

2 - Sponsorship  
8 - No replies. Which would seem to imply that either little interest is shown or that knowledge and discussion is limited. This is supported by responses to (e).

Question e) - List areas and topics you consider important for AUSSI

(i) Medical aspects of swimming  
(ii) General fitness before and after programmes  
(iii) Methods of training  
(iv) Complete concept of adult fitness  
(v) Topics deemed necessary by State Director of Fitness & Coaching  
As this is a new aspect of AUSSI to be promoted (although it is in our constitution) it seems most clubs were caught unawares and were limited in their responses.

One of the undertakings for a committee for research would be to survey AUSSI members for relevant topics for research. This, in fact could be seen as the first research project.

## TOPIC 1 REPORT. PLANNING AND CO-ORDINATION OF SWIM MEETS

The three levels of swimmeets considered by this sub-committee were:

1. National
2. State
3. Club (i.e inter club swims)

Swim meets on an International level were not considered because,

- a) this issue was discussed by another sub-committee
- b) it is an area which I believe still has to have a policy statement formulated and documented.

### AIM

Overview existing swim meet systems with intent to encourage more members to swim at interclub carnivals.

### OBJECTIVES

To identify activities which may be varied or improved to encourage participation by members and to ease the administration burden on States and clubs.

### SWIM MEETS PROGRAMMES

A Should programmes be fixed or reviewed on a regular basis so that it does not just grow like 'topsy' whenever a new event is introduced. It is RECOMMENDED that the programme be reviewed on a regular basis, possibly each three years.

#### B Timing:

There is a need to consider when the National Swim is to be held, whether there is need for

- (i) Winter championships

and to how these timings would fit in with international events such as the World Titles or Pan Pacific events.

The committee feels that the timing and co-ordination needs to be completed well ahead and that a major consideration is that the Southern Hemisphere is geared towards swimming in the early 1/3rd of the year, and whilst it is desirable for fitness to be pursued twelve months of the year, it quite often is not practical. To reach peak performance two or more times a year is placing not only physical demands on members, but also unreasonable demands on their personal lives.

#### C Format:

The committee considered:

- (i) time trials
- (ii) male female/ male or female
- (iii) within age groups

The advantages and disadvantages of the three methods were considered and the consensus favoured the present time trial system seeded slowest to fastest as it was part of AUSSI's unique attraction. There was strong discussion on swimming within age groups. Although this method would make the administrative aspects of running a swim easier it could discourage the wide range of swimmers participating as members welcome the system where they are not obviously outclassed. It could also lead to division in ability levels, status and respect which may motivate the better or more competitive swimmer at the expense of the majority of swimming members.

#### D Points system:

The following were considered:

- (i) retain present system
- (ii) change present system
- (iii) abandon points scoring

It was thought that at National level points scores were necessary. Perhaps the system used at present could be reviewed and that guidelines should be made. An attempt could also be made to equalise the chances of smaller clubs i.e. a handicap system based on club membership and possibly distance travelled could be introduced. The trophies at National level were considered adequate i.e. no more need be introduced.

#### E Entry fee:

At present \$3 per event. Alternative is to charge an overall fee, regardless of the number of events entered. It is suggested that the setting of the fee be left to the host State with National executive approval as the costs in conducting a National Swim vary considerably between States. It is recommended that an overall fee be the basis of National Swim individual event entry fees.

#### STATE LEVEL

The points discussed at National level apply in general to State swims. However, the time as to when State swims should be held was considered. It is recommended that State swims be held as close to one month prior to the National swim as possible. A Winter Swim meet was also considered however, because of manpower and organizational problems it is not recommended that these be held although a winter swim meet with all relay events may be an alternative to encourage people to continue to train for fitness. These thoughts are based on the W.A. situation, but because of differences in climate and availability of pools they may not apply to all States

One other aspect should be considered: this is the issue of medals or trophies for top point scorers in each age group. I do not know whether any of the other States do this, but in W.A. no individual recognition is given to these people. Swimmers are encouraged to participate for their club to gain the 4, 3, 2 or 1 point towards the aggregate points trophy. This has the effect of tying the swimmer to the club group and lessens the elitists group effect and encourages a member to swim for his club (an AUSSI group) rather than for his own gratification. Other spin offs are a cost saving by not having to buy medals and a time saving in their preparation, presentation and recording.

#### CLUB LEVEL

The inter-club swim meets vary from State to State. Once again it depends on locality, climate and the availability of water. Consideration was given to whether interclub carnivals should be:

- (i) full scale carnivals
  - with aggregate points
  - without aggregate points
- (ii) programme
  - fixed by State executive
  - fixed by host club
- (iii) Triad (3 or 4 clubs)
  - fixed programme or host club prog.
  - fixed time i.e. same week
  - short events
  - relays
- (iv) Frequency
  - Summer and Winter
  - Each two months
  - Each quarter



Perhaps a bit of history is in order. During 1981 W.A. conducted a series of triads, one each quarter, in which 3 or 4 clubs conducted a fixed programme aimed at covering most of the top ten events, but without any point scoring for an aggregate pointscore trophy.

Whilst some of the meets were well attended, some were poorly attended. Some reasons for non attendance are: time of the year; distance to travel; not interested in top ten; too cold outdoors etc. However, probably the main reason was that there was no incentive for all swimmers to make the effort to attend and swim. In 1982 a new format has been adopted with the following variations:

- (i) pointscore will be introduced but aggregate trophy will be limited to a pennant or similar
- (ii) set programmes will be swum, these have been agreed to by clubs and are not tied to cover all top ten events. Relay events are encouraged.
- (iii) Four carnivals (one each quarter) will be conducted and the clubs to compete at each have been determined by a sub-committee consisting of State Recorder and one representative from each metropolitan club.

The advantage of this system is that it encourages participation, obviates overlapping of interclub carnivals and is co-ordinated to get the best use of available pools.

## TOPIC 2 REPORT - THE PROMOTION OF FITNESS AND HEALTH

### AIM

To review the importance of encouraging fitness and health as one of the four objectives of AUSSI and to assess how this aim may be achieved.

### OBJECTIVES

- (i) To define the term fitness and its importance in health
- (ii) To determine the extent to which clubs are promoting aerobic fitness and fitness generally
- (iii) To determine the importance of competition and sprint type activities
- (iv) To determine whether clubs have a fitness director
- (v) To determine whether States have Directors of Fitness & Coaching and how important their role is
- (vi) To recommend some guide lines and future projects

### DEFINITION OF FITNESS & HEALTH

Rather than become tied down with definitions of fitness and health, it is perhaps more meaningful to look at the position of physical fitness in the overall concept of health. The concept of health from a contemporary point of view is seen as being composed of 5 levels of well being (Sorochan and Bender 1975)

1. Physical fitness
2. Emotional fitness
3. Social fitness
4. Spiritual fitness
5. Cultural fitness

These components are all inter-related and inter-dependent. Thus physical fitness plays an important part in a persons state of health.

Physical fitness has been defined as the capacity to perform work without undue stress and fatigue and have those reserves to meet any emergency. Therefore, fitness is specific i.e. we must ask what we wish to be fit for. e.g.

- a) our daily work and light recreation
- b) heavy physical work and active leisure
- c) heavy physical work and light leisure
- d) daily work and vigorous aerobic swimming programme
- e) daily work and vigorous competitive swimming programme etc.

Secondly, it is probably more meaningful to determine the components of physical fitness and how these may be achieved through swimming.

### Components of Physical Fitness

1. Strength
2. Speed
3. Power
4. Cardio vascular efficiency i.e. aerobic capacity/endurance
5. Agility
6. Flexibility

All of these are important in achieving a level (whether it be high or not) of total physical fitness. However, the amount of emphasis placed on each varies according to the activity, in the case of swimming and secondly the

goals and age of the person. In the past we have, (in W.A. at least) singled out Aerobic capacity or Endurance as being the fitness component that is of most value for AUSSI swimmers. One's aerobic capacity is a reflection of their cardio vascular and respiratory i.e. heart-lung efficiency, the most important component of general physical fitness. As this capacity decreases with age and lack of exercise it takes on renewed importance for adult swimmers.

From experience and from the questionnaires returned, it is evident that there is confusion and a great deal of misunderstanding and misinterpretations of the term 'Aerobics'. It is not a new name for a new type of fitness. It is just the scientific term used for what we commonly call 'stamina' or 'endurance'.

The 4 areas of confusion seem to be with 'Aerobic Fitness', 'The National Aerobic Award Trophy', 'Coopers Aerobic Pointsoring system', and in W.A. 'the yellow handbook Aerobic Conditioning for Beginners'.

Therefor it is hoped that the 3 negative responses to whether aerobic fitness was being promoted was due to lack of understanding of the 'term', rather than an indication that the most important aspect of Fitness Swimming was not being done.

We see that there are 3 alternatives to this issue:

- (i) drop the term completely and substitute stamina or endurance (preferably the latter)
- (ii) combine aerobic with endurance i.e. Aerobic or Endurance Fitness
- (iii) Embark on a more extensive and committed education programme

This committee favours the immediate adoption of (ii) and (iii)

Once the areas of fitness have been identified as being important in meeting the individual swimmers goals, then training regimes i.e. methods and training programmes can be devised.

#### EXISTING CONDITIONS

Due to the confusion explained above, the questionnaire results were not as helpful as they might have been and therefor much of what is said refers to W.A. experience.

In Western Australia we have attempted from the onset (5 years) to promote endurance type swimming and we have always given great support to the AUSSI awards which promote this. In 1980 we introduced the Club Aerobic Trophy which was to give due credit to those swimmers who swim for aerobic fitness and allow them to gain points for their club.

It seemed that whilst we in AUSSI were saying we were promoting aerobic fitness we were promoting time trials, swim meets (State and National included) and rewarding competitive sprinting ability i.e. speed, strength, and power.

We believe the introduction of this trophy has done a lot to improve the situation and to also encourage a different group of people to start participating in AUSSI activities. However, we believe that the same conditions still exist on a National level, particularly if we examine

- (i) the time, effort and money that goes into the organization and running of inter-club, State, National and International swims
- (ii) the time spent in training for those events and the type of training

used. (That is sprint efforts and interval training which in the older swimmer could well be detrimental to health.)

Ideally we could measure the degree to which groups were promoting aerobic endurance fitness by having a swimming fitness test. However, such a test is not yet available. That is apart from the 12 mn swimming test which has undergone a trial season in W.A.

The questionnaire responses said that 7 out of 9 clubs promoted aerobic fitness, but only 3 said this was being done effectively. From the responses on how competitive clubs are, it was evident that certain clubs placed a high value on competition sprint events and others did not. Three said they were not important, while two said they were very important, and another two said both fitness swimming and competition swimming received equal weighting.

This committee does not condemn all forms of competition swimming, however, we maintain that it should not be the sole goal of individuals, clubs and the organization.

There was a strong response to providing incentives to Aerobic Fitness. The fact that 4 States claimed to have State Directors of Fitness & Coaching and that 7 responses said this position was very important indicates that States are endeavouring to promote fitness. However, perhaps that position's effectiveness is being limited by one or more of the following:

- a) the personal available to take on such a position
- b) the method of selection
- c) the power of the position in influencing AUSSI policy

The first is discussed in more detail in Topic 3, however, because of conflicting views about how the State Director of Fitness and Coaching was put in that position showed that, whilst members thought it was very important they were unaware of how that person got there, and their role in influencing such a decision. The 3rd point is illustrated by a response to question in topic 4 (h) where only 2 States said their Directors had a vote at State level and 1 did not. This also applies to club level as if one of the major objectives is to promote fitness, then surely the person in supposedly the best position to do this should have some say in how this is done.

When considering training for fitness with AUSSI groups it must be remembered that we have a wide range of fitness goals e.g.

1. Fitness for a general sense of well being
2. Fitness for swimming AUSSI awards
3. Fitness for competition
4. Fitness for overcoming disabilities (e.g. back problem etc.)
5. Fitness and weight control

Most likely each member will have a mixture of these to make up his individual goals, and the important factor is a mixture, and that none should be the total end in itself, because once that goal is met, then one either strives for greater achievement or drops out. This is seen after State, National or International swims, that as soon as these are completed, the training is forgotten or is not undertaken in the same organized fashion. That is the competition should not be an end in itself, but a milestone in the road to overall fitness.

RECOMMENDATIONS AND IMPLICATIONS FOR THE FUTURE

1. The area of promotion of Fitness and Health through swimming needs to receive greater emphasis and the key factors appear to be:
  - a) Education
  - b) Marketing approach
  - c) Appraisal and Evaluation of FitnessThis needs to be a National Co-ordinated effort.
2. There needs to be specific education on the nature of, and methods of achieving Aerobic - Endurance Fitness
3. Fitness swimming should receive the same status and recognition as competitive swimming
4. Fitness swimming should have equal amount of time and effort devoted to it as competitive swimming at the three levels, club State and National.
5. The selection of State Director of Fitness and Coaching needs to be reviewed and members within the States need to be aware of how this is done.  
This would undoubtedly open up the lines of communication and enhance the effectiveness of any projects embarked on by that person.
6. The situation of voting power of the State Director of Fitness and Coaching needs review, with the recommendation that they be given full voting power at State Branch meetings.
7. The qualifications and qualities of the person undertaking the position of State Director of Fitness and Coaching need to be reviewed. This person should have some relevant training in the area. Discussed in detail in Section 4.
8. The AUSSI awards for endurance swimming should be given equal, if not more recognition than sprint events.

### TOPIC 3 REPORT - THE TEACHING OF SWIMMING AND EDUCATION OF MEMBERS

TEACHING and COACHING were separated in terminology and function in this report. Teaching was seen to encompass the development of the skill of swimming from a very basic, rudimentary (if not even non-existent) form to the mastering of an efficient stroke.

Coaching on the other hand refers to the refinement of those strokes for maximum efficiency and the preparation and presentation of swimming programmes to achieve the swimmers goals.

For example, in teaching the goal is to be able to perform the crawl stroke effectively and perhaps travel 10 or 25 metres. In coaching the goal might be to perfect the technique and to prepare oneself to swim 3,000 metres. Besides being different in nature and goals, teaching and coaching also have different methods. However, this does not mean that the Coach does not teach and vice versa.

#### AIM

To review the situation of Teaching of Swimming to adults within AUSSI throughout Australia and also the education of members in swimming and fitness matters.

#### OBJECTIVES

- (i) To determine if teaching adults to swim is an important function of AUSSI groups
- (ii) To measure to what extent this is already being done
- (iii) To determine whose responsibility it is to teach swimming
- (iv) To determine the desired qualifications of teachers
- (v) To determine whether AUSSI should be a community service or an adult swimming association for those who are already able to swim.
- (vi) To determine whether we should cater for disabled persons
- (vii) To determine whether the National seminar is a worthwhile event, what its purpose is, and who should attend, and where it should be held.
- (viii) To determine our priorities in the topics we should be educating our members in
- (ix) Determine the teaching and education resources available to the groups
- (x) To determine whether a State seminar is an effective means of communication.

#### EXISTING CONDITIONS

Although I have differentiated between 'teaching' and 'coaching', this distinction is not what is happening in practice. The coach usually does the teaching of swimming, and in some cases a teacher of swimming may be called on to do the coaching if no one with coaching ability is available, or in the case where the person has had experience in teaching and coaching.

However, it should not be assumed that the two roles are interchangeable, just as it should not be assumed that a good swimmer is necessarily a good teacher, or a good coach. From the questionnaire responses 4 out of 10 said the club fitness director and other club members should be responsible for teaching swimming, whilst two said that it should be done by qualified teachers, one club was fortunate to have Education Department teachers who were willing to perform this role. However, the experience has been in W.A. at least, that these teachers are involved in teaching CHILDREN to swim all day and come along to their clubs to swim themselves and relax, not to have to take on the job of teaching. This also applies to coaches as well, and must be remembered by clubs if they wish to retain these people as members, then not to be over anxious to burden them with



what could be an unwanted commitment. One response said all club members should be involved in teaching and while this perhaps solves the manpower problem it brings with it new problems.

Five out of the ten responses said they held lessons for learners and one said they would be in the future. The four negative answers were from W.A. and we believe this is a reflection of the way we started as a group and an organization. That is, more emphasis was placed on other activities at club night such as timetrials, fun nights and coaching, which required a certain amount of swimming ability. This is not to say we weren't aware of the need, but as the organization grew and the Fitness directors had full commitments, they found and find it difficult to give the time required. W.A. then does not provide any 'learn to swim' service in their clubs. However, as several are attached to 'learn to swim pools' it is often recommended that learners go to these classes then return to their AUSSI groups.

Seven out of ten said teaching of swimming was part of our function, one said not at present, and two W.A. clubs said it was not. Five groups had their sessions on club night and two separate. However, the activities on club night vary greatly from club to club to permit this.

When asked if 'learn to swim' classes should be arranged commercially, this appears to have been misinterpreted as members would be obliged to pay for any 'learn to swim service'. This was intended however, to find out how receptive groups would be to the alternative as W.A. sees it of providing lessons by using commercial swim schools, but the members paying for it. This overcomes the problem of a prospective member feeling 'not wanted' and losing confidence and also keeps the person in the club from the outset to receive encouragement from the other members. Also it frees the coach to spend his time on other activities, it provides quality teaching at the base level before bad habits commence and because members themselves are paying, it does not drain club funds.

From the questionnaire the response was very definitely no to commercial 'learn to swim', five out of ten, one positive and one possible response and although this may have been misinterpreted, the opinion is very strong that 'learn to swim' is a function we should provide within our membership.

Teacher qualifications were favoured by 4 responses, while 2 said they were not necessary so long as they were willing, had patience, and could 'teach'. However, it was not clear who and how the latter was to be judged. The range of qualifications was not great, the instructor's certificate, (this is a lifesaving qualification not a teaching of swimming award) and the A.S.A., presumeable Aust Swim teaching of swimming certificate.

In W.A. up until the last two years the only qualification to teach swimming was a bronze medallion issued by the Royal Lifesaving Society and then this only referred to Education Department classes, private swim groups demanding even less. However, with the advent of Aust Swim a more appropriate qualification is available, however, members are obviously not aware of this yet.

There was an overwhelming response to whether AUSSI should be a Community Service for health and fitness or an adult swimming association, with 8 for the former and only 1 against. This trend is supported by the previous responses and is furthered by the reply by all those we should cater for, e.g. disabled swimmers. However, several positive responses came with warnings to limit and keep within our means as some disabilities require specialized personnel.

For seven out of ten, the National Seminar was seen to be important, however, out of the three who gave negative responses, one said the State could handle this adequately, and one said it would have to be done above the standard of previous efforts. There was a consensus (9/10) that both administrative and coaching issues should be discussed. Also as a reflection of this 7/10 said the people to attend were the State Secretary and State Director of Fitness and Coaching (club fitness directors of the host State). One said elected delegates so that it varied according to the issues of the Seminar.

There was a strong feeling that clubs and States should contribute to the selection of seminar topics i.e. 6/10. One said vital issues and another more emphasis on stroke correction. Eight out of ten said seminars should be aimed at the average member which is not the situation at present.

The other change to the existing (up to 1981) pattern was that National seminars should be rotated from State to State each year, 9/10. One response even said S.E. Asia. It is clear that the States and members want the opportunity to participate in National Seminars which have the potential for effective and powerful communication, provided it is perceived by the average member as affecting them, and being worthwhile.

The responses were equally divided (4 each) as to whether we should become involved in other areas of health such as nutrition etc. This meant nutrition as a whole, but specifically how it affected swimming and what people fail to realize is that each of these topics is a part of overall fitness. To some extent it could have been a measure of commitment to total health and fitness and commitment to swimming. Resources are available for teaching by clubs in six cases however, the range of resources books, films and videos is limited as is access by the average member. Also material does not relate to adults specifically and this is perhaps our greatest area of need.

The teaching of lifesaving skills was seen by seven out of ten to be important. The two negative responses said 'there was no time' and 'other specialized groups did this'. However, it was not envisaged that we train members for lifesaving awards necessarily, but that we are duty bound to provide basic knowledge and skills on basic life support and first aid.

#### EVALUATION OF EXISTING CONDITIONS

There is a strong feeling that AUSSI should be a 'community service' for health and fitness providing opportunities for learners and the disabled. For Western Australia, we have been shown that teaching members is an important part of our function and that it can be done. All States need not follow the same pattern because once again, situations and needs vary. However, we are obliged to offer our members an alternative. Educationally, lessons should be offered more than once per week, and this thus necessitates groups meeting outside of club nights. However, also meeting with the rest of the members is, we believe, a principle factor in retaining these swimmers. Thus it is unsatisfactory to merely say to a non swimming potential member, 'there is a learn to swim school down the street, come back when you can swim', because in almost all cases that's the last of that person. Therefore, if we wish to keep these members, we have to offer support, friendship as well as practical swimming advice. The club should if using commercial 'swim schools' liaise with the school to make the clubs and hence the members needs known, and also to provide a continued service.

Teaching qualifications vary greatly and whilst not wanting to place more burden on willing helpers, some degree of training is necessary, particularly for the person in charge of planning and organization. In terms of formal qualifications, the only appropriate one available to all is the Aust Swim Teacher of Swimming Certificate. This certificate, course (having evaluated the course by doing it) offers a basic grounding in teaching method, swimming strokes and lifesaving, and some experience in guided, practical teaching. Even experienced teachers would be advised to do this course even as a refresher or to determine that what practices etc they are using are in fact technically sound. I would like to see a further section relating specifically to the adult swimmer added to this qualification. This certificate could also be used as a basis to a coaching qualification. The situation where all club members become teachers is in terms of club involvement and club spirit, commendable, however, again educationally is not sound. Members bring with them a range of styles and interpretations of how strokes should be performed and the untrained has a different perception of what is wrong and what is needed and while with good intentions may at best, completely confuse the learner or teach bad habits which then have to be erased and the stroke taught again. Thus it is not really desirable to have just anyone, no matter how keen they are, performing the teaching.

The concept of a National Seminar, whilst important, needs to undergo some changes to cater for a wider range of members. That is to reach its potential as a means of communication. AUSSI should also become active in teaching lifesaving skills as the present situation is in fact irresponsible where clubs do not have trained people in case of emergency. The liability aspect is an important one, particularly if the National or State Branches are not incorporated, as each individual member could become responsible and be asked to contribute to legal costs, compensation etc. Clubs should also be very sure that all members sign a statement that they have had a recent medical check and that clubs are resolved of any liability.

The resources available to clubs and members is inadequate and needs attention, not only in terms of gathering resources, but someone needs to evaluate their worth.

#### RECOMMENDATIONS AND IMPLICATIONS

1. Clubs provide the opportunity for non swimmers to learn to swim, either by :
  - a) the clubs themselves providing the classes and teachers where the service is free
  - b) using commercial swim schools. However, swim schools are brought to the club, rather than vice versa. Costs to be met by the individual although this depends on the club.
2. State Branches prepare a list of 'suitable' "learn to swim schools". However, their actual involvement is really advisory.
3. Teaching activities should be held more than once per week, one of these to be held on club night if possible. If this is not possible 'learners' should be involved in other activities on club night or other club activities to provide necessary incentives.

4. Clubs should attempt to obtain their services of at least one person qualified to TEACH SWIMMING.
5. Helpers may be used from within the club but under the guidance of a trained co-ordinator.
6. Clubs should provide the opportunities for teachers or would be teachers to gain training and should be prepared to meet any costs involved.
7. The AUSTSWIM TEACHER OF SWIMMING CERTIFICATE is recommended as a Nationally recognized qualification for those who wish to learn how to teach swimming.
8. A course should be designed which caters to the specific needs of adult learners and this should be used in conjunction with the AUSTSWIM certificate as the ideal qualification for teachers within AUSSI.  
\* Please note: These are recommendations only, and therefore not binding on States or clubs, but where possible encouraged. It is well recognized that if people are willing to give up their time to teach and they may in fact (as in the majority case) be effective teachers, it is sometimes ungrateful to refuse their services. Also, such willing people may be intimidated by pressure to do courses and so clubs have to be very careful to weigh up the advantages and disadvantages.
9. Disabled persons and such groups should be made aware of AUSSI, its activities and the potential swimming has for them and be encouraged to join. However, care must be taken to keep within the bounds of club resources and bear in mind that some disabilities require specialized handling.
10. The practice of having a National Seminar should be retained, however, the concept should be changed to allow for:
  - a) both administrative and coaching topics to be discussed
  - b) when such is the case, the State delegates should be the State Secretary and State Director of Fitness and Coaching
  - c) States and clubs should contribute to the topics to be discussed. There should be better communication on this issue and planning should be made early.
  - d) The seminar should be aimed at the knowledge and interest level of the average member, not just executive members.
  - e) Members of the host State should be encouraged to participate
11. The National Seminar should be held in different States and Cities each year (or whatever the period may be). The implications of this are:
  - a) The National Director of Fitness & Coaching may face difficulties organizing a seminar 'out of State'. However, the role of this position in the organization may also be reviewed.
  - b) There may be added expense when for example the seminar is held in a more isolated State such as W.A. However, we believe the advantages of better communication and involvement will compensate for this.
  - c) An alternative is to have the position of National Director of Fitness and Coaching ( and for that matter, the complete National executive) rotate on a 2 - 3 yearly basis.

d) The advantages of this system of rotation are to give individuals in each State the opportunity to participate in a National seminar and for the States to share their resources.

12. The length of the National seminar should be at least two (2) days and the possibility of an in residence situation be explored. Two streams of sessions could be conducted if necessary i.e. administration or coaching.
13. A register of resources available on adult swimmers should be made so that clubs from all States have access to information about or better still, access to such items as films, books, videos.
14. Each State should be encouraged to conduct their own State seminar or workshop.
15. Lifesaving skills and basic first aid should be encouraged as a part of all clubs' activities and States should provide the information about how such courses are available.

TOPIC 4 REPORT - COACHING OF THE ADULT SWIMMERAIM

To examine the standard and the personnel involved with coaching in AUSSI groups and to make recommendations for its improvement.

OBJECTIVES

- (i) To determine what the objectives of coaching AUSSI groups are
- (ii) To determine what qualifications are required of coaches
- (iii) To determine the importance and power of the role of State Director of Fitness & Coaching and club fitness directors
- (iv) To determine whether the special needs of adult swimmers are being considered by coaches
- (v) To determine what would be appropriate qualifications of AUSSI State Directors of Fitness & Coaching and club coaches.

EXISTING CONDITIONS

In six out of ten responses no formal qualifications were required of State Directors of Fitness & Coaching and of the two positive, one quoted willingness as a qualification. Therefore, it seems we have a sad lack of trained personnel responsible for co-ordinating, planning and conducting our coaching programmes.

Moreover, when asked if these people should have formal qualifications, only 50% said yes, and half of these meant the ability to coach, rather than formal qualifications. Also there was no helpful information forthcoming on suitable training of personnel.

However, perhaps this situation is a case of survival in that 6 responses said they had no trouble in getting Fitness directors. That is, perhaps if there were to be necessary qualifications then there would not be sufficient people to do the task.

Many clubs recognize the problems associated with the wide range of swimming abilities amongst their members, and provide some coaching by interested club members. This however, can be a problem as AUSSI membership is essentially orientated towards participation in swimming, and coaching can reduce the amount of time available for club coaches to enjoy the club events. This can be partly overcome by the establishment of special coaching sessions which may or may not attract sufficient interest.

At present then, coaches can be appointed by clubs without any test or measure of expertise. The criteria is often based on willingness to do work and their own swimming prowess. Neither of these attributes may be sufficient for coaching competence. Partly due to this and other reasons, lack of uniformity of coaching methods occurs, which leads to a profusion of styles being advocated, causing confusion and disappointment to the recipient.

Two States allow their State Director of Fitness & Coaching a vote at State Branch meetings and one not, however, the feeling was that this person should have a vote.

It appears that most (8/10) club coaches take into consideration the special needs of the adult swimmer, however, even one negative response gives reason for concern as this is a fundamental issue that needs to be agreed to before a person accepts the position as an AUSSI coach. In the majority of cases (see topic 3) the Fitness director or club coach is responsible for the teaching of non swimmers and in most cases again, a person may have had some coaching experience but no teaching experience. Again, because of the time involved in trying to perform both roles, clubs would receive better service if the tasks were separated. Also the situation has arisen in W.A. where the position of club fitness director is shared by two people with complimentary skills e.g. one with stroke technique background and one with fitness training background.

From the questionnaire it seems that once a week training sessions is the common trend with two groups only once per month.

#### EVALUATION OF PRESENT CONDITIONS

The lack of qualifications and training of personnel is not acceptable and from a legal point of view clubs must also consider the subject of liability should anything happen to a member while undergoing a club training programme.

There needs to be an increase in the number of times coaching sessions are held, at the present moment some are too infrequent to be of great benefit.

#### RECOMMENDATIONS AND IMPLICATIONS

1. Coaching should be accepted as an integral part of AUSSI club operations and it should be supported by both State and National administration.
2. The objectives of coaching programmes should be:
  - a) To make swimming more satisfying and enjoyable for all AUSSI members
  - b) To encourage an increase in the level of effort/response in members of all ages, physical condition and swimming competences
  - c) To educate swimmers in how to prevent and overcome the frustration that is felt when a 'plateau' is reached and added effort does not produce improvement in results i.e. overtraining
  - d) To encourage enthusiasm for swimming and to provide a safe means of attaining a safe level of personal fitness
  - e) To provide the motivated competitive AUSSI swimmer with the means of reaching higher levels safely
  - f) To provide well planned and balanced programmes with goals of achievement set out for all levels of fitness and ability.
3. A measure of coaching competence should be devised that is a National Coaching Accreditation Course for Adult Swimmers should be drawn up. Work on this needs to start immediately and the first 'graduates' of this course should appear within the next five years. Of course it would be very difficult to insist that all clubs' coaches have this qualification, however, State and



National councils should try to ensure that National and State Directors of Fitness and Coaching have this qualification or its equivalent or higher. These levels of administration have a responsibility to provide safe and sound coaching to their members and may even face legal liability as well as moral and ethical responsibility.

Clubs should be encouraged to secure the services of those properly trained. One implication of this recommendation is that willing 'unqualified' persons may be scared away. However,

- a) this is seen as a 5 year plan and those willing persons should be encouraged from the start
- b) clubs should provide incentives even if they pay fees etc. for interested members to attend such courses

This course could be co-ordinated with the courses already in operation in all States for swimming coaches, but with sections specializing in the theory and practical aspects of coaching adult swimmers.

4. A panel of experienced and 'qualified' AUSSI coaches should be set up on a National level (need not be from or in, one State) to discuss, plan and co-ordinate such a coaching accreditation scheme. This should be done within the next six months and work commenced immediately.
5. This panel should also be responsible for deciding what are equivalent qualifications and or suitable experience. They should devise a set of standards and criteria .
6. The concept of 'trainee' or 'assistant' coaches should be introduced for those who are unable to participate in the National Accreditation of Coaches course, but are willing to give their time and efforts in coaching.

A basic qualification here could be the AUSTSWIM Teacher of Swimming Certificate with an extra section related to the adult swimmer (see topic 3)

Training should involve both practical and theoretical work and should be recognized within AUSSI

One implication here is that we are starting two levels of coaching status, however, coaching ability and competence should be looked upon as being on a developmental continuous, rather than it being a hierarchy. Also it takes the onus off 'trainee and assistant coaches' in making decisions that they may not have the background to do so. Also clubs should be encouraged to have more than one 'trainee coach' so that they do not overload the club fitness director and that there is always a potential source of club fitness directors.

7. Club fitness directors and trainee coaches should be encouraged to form common interest groups with the objectives of sharing knowledge, promoting uniformity in policy and consistence of information, and for mutual support. Workshops should be held to learn from each other.
8. Fitness directors should not be unduely over burdened with administrative tasks. This may become the case if their position is part of a State or club committee. Other projects may override

their coaching responsibilities and this should not be allowed to happen and it is widely acknowledged that this position is a key one at club, State and National level in determining the directions the group is to take.

9. As one of our AUSSI objectives is fitness through swimming and the fact that the position of National Director of Fitness and Coaching is vital in determining the achievement of this objective, then ONE ALTERNATIVE to the Executive Director proposed is for a paid, qualified Director of Fitness and Coaching. Such qualifications would include physical education training at a tertiary level with interest and ability to coach swimming. Such a person would also be competent in dealing with the administration and organizational aspects of AUSSI. As this person would have a sound knowledge of the demands and benefits of swimming, they would also be in an ideal position for the promotion of AUSSI and its objectives.
10. Since the roles of State Director of Fitness and Coaching and club fitness directors are very important in the development of AUSSI principles, then these positions should have voting power at State and club level respectively. A review of constitutions may be needed to accommodate this.
11. Clubs should review the amount of time spent in coaching and this should be at least once a week with the opportunity provided for groups to train at least three times a week with coaching available as often as possible. With some clubs this could mean that the nature of club nights and the programmes offered may need to be rethought.

TOPIC 5 - AWARDSAIM

To examine and review the number and nature of AUSSI awards.

OBJECTIVES

- (i) To determine what the overall aim of the Award system is
- (ii) To determine whether the present number and range of awards adequately meet the needs of AUSSI swimmers
- (iii) To examine the rules and conditions of the present awards
- (iv) To examine and review the administration of awards
- (v) To examine the concept of a National Aerobic Award and to review the system that is in operation in 1982.

BASIC PRESUMPTION OF THE CONCEPT OF AUSSI AWARDS

- 1. The PURPOSE of the awards is to promote fitness
- 2. Fitness consists of several components, swimming develops these components to a greater or lesser degree, but being a primarily aerobic exercise it develops this aspect most of all. Since AUSSI is a swimming organization we are therefore mostly concerned with aerobic fitness or endurance.
- 3. The system of awards seeks to provide fitness by:
  - a) providing targets or GOALS and
  - b) recognizing success by means of REWARDS
- 4. For the award system to achieve its objective, it must be FULLY ACCEPTED by the AUSSI membership in general, and be seen by it as having worthwhile goals.

EXISTING CONDITIONS AND EVALUATION

At present the individual awards are the 400m; 800m; 1,500m; 3,000m; 5,000m and 1 hour swim and in conjunction with the US Masters their 1 hour swim. For clubs there is the National Aerobic Award Club Trophy which is based on the W.A. award of the same name, giving credit to clubs whose members swim the National awards and swim over the same distances.

At first glance the questionnaire responses indicated that members were completely satisfied with the present number and type of awards. However, when asked about the rules and specifics of awards there was discontent and criticism.

It was the finding of this sub-committee that:

NATIONAL AWARDS

- 1. The goals set do not promote fitness as well as they might
  - a) No time limit on 5,000m and 3,000m awards which means that all that is required is a reasonable level of technical competence, patience and determination. The fitness level required for some would not be very great.
  - b) No minimum distance on the 1 hour swim, same problem as (a) above
  - c) Time limit exists for 400m and 800m awards, but it is a single common time for both sexes, all ages and all strokes. This is inequitable.

- d) The 1,500m award has a time limit individual to each swimmer. Each swimmer's target is 50 times his best 50m time. The intention clearly is to make some compensation for a swimmers ability or technique. However, a 50m sprint draws on a swimmers anaerobic (store energy) capacity, while a 1,500m effort draws on his aerobic capacity (i.e. cardio respiratory capacity over a period of time). There is no relationship between the two and hence no scientific basis for the 1,500m formula. If this personalized basis is desired the only relationship that could be devised would have to be based on an endurance distance e.g. 400m being related to 1,500m. For example 4 times the best 400m time plus a common increment,

so that if a person swims 6 min for 400metres they should swim  
24 min + x (common increment) for 1,500m

However this needs to be thought out in detail and other proposals evaluated.

2. Although there appears to be a fair degree of recognition of the awards by members, it is clear that they run a poor second to the State and National Swim Meets in the eyes of many including the public. This reflects on a public image and hence attraction to future members. Also, it is to an extent counter productive as most events at swim meets, being sprints, do not necessarily promote endurance fitness and they do not require the member to have a reasonable level of fitness or preparation.

The reason for the ascendancy of swim meets are:

- a) The pageantry - guests of honour, flags 'big event'
- b) Performance seen and recognized by large numbers
- c) Social interaction - members from different clubs/States
- d) Immediacy of reward - times/trophies given out and generally on the day or the day following
- e) Publicity and press reports of the events and results which brings to the attention of ones friends, family and workmates AUSSI as a recognized group which attracts some importance/status in the eyes of his/her colleagues etc.of what the individual member participates in.

The awards have very little of the above attributes although not all are perhaps desirable however, any individual likes to believe that what he is doing has some worth.

3. The amount of time, effort and money spent on awards is no where near the amounts that go into the organization of swim meets. This is not to say that swim meets should not be a part of AUSSI activities but rather they should not be seen to be the TOTAL of AUSSI activities.
4. Award badges in our experience are greatly delayed in finding their way to the rightful owner, in fact several months have passed and the arrival of a badge loses its impact and motivational effect. Seven out of nine responses in the survey opted for the States to be responsible for the issuing of badges. Also it was strongly felt that no fee be charged for the awards unless a badge was required.

5. Under the rules for awards 1981 it is not stipulated whether they can be swum in either still (pool) or tidal waters (river, lake or ocean) except for the 5,000m and 3,000m swims. Nor are any conditions set out with regards to standards of measurement. The 3,000m and 5,000m award must be done in still water (presumably a pool). However, these are the longest most boring swims, which would possibly be more motivating in open water, provided distance could be measured accurately. From the questionnaire members conferred that distances needed to be measured accurately but they didn't strictly advocate the use of a pool only. We believe such a restriction could severely penalize members who didn't have access to a constructed swimming pool.

This needs to be rationalized.

#### NATIONAL AEROBIC AWARD CLUB TROPHY

This came into effect from the 1st of December 1981 and until the 30th of November 1982 will be based on the W.A. Aerobic Award Club Trophy for points scoring and rules. At the end of this trial period which we hope was a whole hearted one, the scheme is to be reviewed. W.A. has been operating such a trophy for two complete years and it is a popular award and reward for individuals contributions to their club. It has revitalized enthusiasm and participation in awards. The system uses the National Awards as a basis but, as we believe, more realistic in recognizing the diverse nature of our membership and their goals. At present under this system a person may swim 1,500m (that person still has a level of fitness) but not qualify for the National award, but be given recognition for their effort by scoring points for their club. As a further motivation some clubs recognize members who score well for their club and show that their efforts are appreciated just as much as a place at swim meets etc.

The system being worked on for this season in W.A. and Nationally is being reviewed to clarify rules and conditions and include butterfly and medley swims, and should be available for the National Conference in April. W.A. will work on the revised rules for 1982.

#### Evaluation of the Aerobic Award Trophy

The main criticism is that the targets set, which are different for all combinations of age, sex and stroke, do not take different individual levels of technique into consideration. In other words, it favours swimmers with superior techniques. This is correct, the scheme recognizes this, and has assumed a 'reasonable level of competence' among participants on the basis that:

- a) AUSSI, being a swimming organization, should encourage development of technique as well as fitness
- b) The bulk of the membership falls into this category
- c) As members train to achieve awards, their technique should also improve to a 'reasonable' level.

#### RECOMMENDATIONS ON AWARDS

##### 1. PROMOTION OF FITNESS

- a) Have graduated time limits for the awards, with a different set for each stroke, age group and sex, as for the W.A. State award. There is more than one way of establishing these limits
  - (i) To link them to say, the US Masters top times for each distance within age groups and sex.

e.g. Achievement of US Masters level = 100 points  
 Achievement of US Masters + 100% = 1 point  
 Pro rata in between

(ii) Another alternative is the levels determined in the W.A. State award. These have been established on scientific principles and data, and therefor are perhaps less arbitrary.

b) Introduction of an Award for the most improved swimmer

It is felt that the most appropriate form of encouragement for the promotion of fitness is to reward improvement, yet we have no award or any other direct means of doing this. One suggestion is:

Swimmers to submit results of four 12 minute swims per year, two during January to March, and two during October to December. Comparison between the best of the first two and the worst of the last two will show improvement. Award to best in each sex/age group. This is not put forward as a concrete suggestion, as the difficulties, and abuses possible, with such a system are obvious. It is simply put forward as a starting point for DISCUSSION.

2. PROMOTION OF RECOGNITION OF AWARDS

- Awards should be promoted with as much status as swim meets..
- a) Award badges to be given out at major events e.g. inter-club meets (or at least club 'happy hour'!) with appropriate fan fare.
  - b) Dual or tri-ad fitness carnivals. It is suggested these are held on a Saturday or Sunday morning, followed by a b-b-que
  - c) Achievements to be recognized as soon as possible:
    - (i) Posting of results on notice board or announced
    - (ii) Badges to be applied for immediately and sent back by return post  
 In this connection it is suggested that the State Branches keep a stock of the badges and award them on behalf of the National body.
  - d) Inter-club trophy along W.A. lines to be instituted Nationally. It must be noted here however that there was a counter suggestion (from W.A.) that a trophy at State level would fulfill the purpose and that a National Trophy was not needed.
  - e) Award badges bear the year of award marked on them, and also be of four different colours relating to the four levels suggested for each award in the W.A. scheme; e.g.

Freestyle 1,500m Men 25 to 34+ years

Less than 27 min 0 sec	Gold badge
Between 27 min 05 and 34 m 10s	Blue badge
Between 34 min 10 and 41min 15s	Red badge
Between 41 min 15 and 55 min	White badge

- f) Clubs to be advised periodically (say every 2 months) of relative points standings for the annual trophy.
- g) Annual trophy to be awarded at State/National Championships.

3. NATIONAL MUTUAL BADGES

These awards promote endurance fitness swimming over a long period of time and hence encourage regular distance swimming. As this

is an objective of AUSSI - perhaps even our major one - then participation in these should be encouraged.

4. CONDITIONS REGARDING WHERE AWARDS MAY BE SWUM need to be rationalized. It is recommended that awards be allowed to be swum in still(pool) water as well as open water, providing
  - a) distances are accurately measured
  - b) and action is taken to overcome tidal advantage
 Some directives need to be formulated on how to measure distance over water.
5. A PANEL BE FORMED to evaluate new award proposals and make recommendations to the National Council
6. THE AWARD FORMS as submitted (attached) by W.A. should be adopted on a National basis. These have been designed for easier recording particularly with respect to the Aerobic Award Trophy
7. The CHANGES made to the W.A. Aerobic Club Trophy (1982) be adopted for the National Aerobic Award Club Trophy
8. THE NATIONAL AEROBIC AWARD TROPHY be reviewed and evaluated by all States after the 12months trial period. A panel be set up with representatives from the National executive and all States. Review could be done by correspondence.
9. NATIONAL AWARDS KEPT SEPERATE. To overcome the problem between the conditions and rules of National awards being different from those of the National Aerobic Award Trophy, National Awards should be kept seperate.

#### IMPLICATIONS

The suggested scheme is more complex than the existing one and will therefore involve more work in recording and promotion. However, it is felt that the possible rewards could be worth the extra effort. It is unfortunately a fact of life, that if you want results you have to work.

With the recording aspect it is W.A.'s experience that, while some extra work is involved, it is not of daunting proportions.

#### ALTERNATIVE OR ADDITION TO THE NATIONAL AWARD SYSTEM

Clubs could institute their own intra-club and/or inter club events and awards which they may find more suitable to their particular situation, provided they are consistent with the aims of AUSSI and do not detract from the importance of the National Awards.

For example: one W.A. club has a 'most improved swimmer of the month' award, which consists of a mention by the President and a round of applause at the club 'happy hour'.

It is believed that such intimate events at club level could have a greater motivation on many members than a comparatively remote National Trophy.



## TOPIC 6 - MOTIVATION OF MEMBERS AND CLUBS

### AIM

To improve and maintain the motivation of individuals and clubs to participate in AUSSI activities and achieving AUSSI objectives.

### OBJECTIVES

- (i) To determine the ways in which we can encourage members to train and keep training.
- (ii) To determine what attracts members to attend club nights and functions
- (iii) To find ways to encourage participation in awards and swim meets
- (iv) To find ways of retaining membership
- (v) To determine how to encourage clubs to pursue the AUSSI objectives
- (vi) To determine how to motivate clubs to support State activities
- (vii) To formulate a set of objectives with regards to motivation.

### EXISTING CONDITIONS

The present structure of club committees is such that committee members are charged with various responsibilities. All committee members have a role in providing motivation for the membership, whether, through administration, coaching and fitness organization of club nights or social functions.

Committees include coaches and/or fitness directors, social organizers and others whose job it is to initiate ideas aimed at encouraging involvement of club members.

The format of club nights varies greatly from club to club and usually reflects the history of the club and the result is what is found to be popular and motivating for club members. In W.A. the original club started operation with 'time trials' after a 20-30 minute individual warm up session. As other clubs have started some of this original idea idea has continued on, with some nights (some weekly, others monthly) devoted to fitness and coaching. There is usually a monthly social gathering - the 'Happy Hour.'

Inter club swim meets are held periodically to enable members from different clubs to swim against each other and to meet socially. In W.A. prior to 1981, swims were held almost every month and members found this was too much and in 1981 swims were approximately every two months. Swim meet size was also decreased to three clubs and no point-score system was used to help alleviate the arduous organization and administrative load. In 1982 this was reviewed as numbers participating had dropped (See Topic 1) and to increase motivation to participate, meets were increased to 4 clubs, the frequency decreased to 4 per year, and the pointscore system was reintroduced.

Annual State and National Swims are held as a further motivational attraction. This year W.A. provided involvement for country clubs by allowing them to swim the events the week before and submit their cards by post. This worked very well, giving a boost of incentive to the isolated country group. W.A. lack of members attending the Nationals (40 in 1980) except in 1981 when Perth was host, is a reflection of the high cost of travel rather than lack of motivation. Keeping costs low.

was mentioned in the questionnaire as a means of keeping members interested and participating and this is true if you consider that standard air travel return to Sydney is almost \$600 per member. Even on a State rotation basis W.A. members would have an annual average travel cost of \$450-\$500, a sum very few members can afford given their family commitments and situation.

Award activities are designed to encourage members to maintain a reasonable level of fitness throughout the year by providing a variety of distances and challenges. The W.A. Aerobic Award Club Trophy has proved very beneficial in motivating members to participate as it has given them goals and the awards a sense of worth and value, as they are also contributing to their clubs. It has not only motivated interest in participation in awards by members own personal fitness, but increased the fun, because these are usually held as club days, often on a weekend with 'breakfast' to follow.

The questionnaire listed the factors that motivate the individual are a good and varied personal training programme, with emphasis on personal fitness and improvement, the awards, and education about training and fitness. The latter is one we sometimes unfortunately overlook.

I assume members will be happy to follow what is 'dished out'. This may be the case in the short term however, greater knowledge and independence should be encouraged in preparing their own programmes for the long term motivation aim. To motivate members to attend club nights, the overwhelming influences are that the individuals needs are catered for and this is done on a personal basis, that there is a friendliness and club spirit and programmes are varied and attractive, and members are made to feel INVOLVED and part of the group. Similar responses were given for motivation in club events and awards where encouragement from others becomes a major factor. In retaining club membership, these again are important, with a particular emphasis on committing the individual by his/her involvement.

In encouraging clubs to pursue the ideals of AUSSI, good communication on all three levels of activity were seen to be the most important factor with club efforts receiving recognition - once again communication. Activities must be kept attractive and interesting with perhaps social events included to keep members interested. However, keeping costs low is important as is the timing and length of the event as most members have family commitments and responsibilities. Family type activities are a way to overcome this.

### EVALUATION

We need to maintain a peak level of fitness throughout the year, providing a variety of distance events. We need to ask whether the responsibilities of individual committee members are defined clearly enough and whether each committee member is fulfilling a role in providing motivation to members.

It might be necessary to reassess the role of committees to determine how each committee member can best contribute towards achieving the aims outlined above. Nor should responsibility begin and end with the committee. All members should play a part in helping and encouraging new members to get established. This happens to some extent at present, but new members are often left to flounder on their own and finally drift away.

Members should also encourage and assist each other in training as much as possible. Many members may feel reluctant to give advice, just as

others may be reluctant to receive it. These sort of barriers need to be broken down as much as possible to enable a freer exchange of advice and information. A club in which help and advice is given and received freely is sure to be a harmonious club.

We need to look at the planning and organization of club nights. Do they comprise a good mixture of events, so that each night offers something for everybody: Is enough time taken at club night to help new members: Are there enough relay or novelty events to encourage those not yet confident enough to compete in individual events.

Are individual members encouraged to contribute in the planning and organization of club nights? Can they offer suggestions about programmes and share in the time keeping/recording and other duties?

These are all questions that individual clubs will need to ask themselves. No doubt many clubs feel that they are already doing enough in these areas. Others could probably do a lot more.

We need to look at the organization of interclub nights. Are these occasions in which all members are encouraged to take part or are they seen more as occasions for the 'gun' swimmers? Are suitable social functions arranged with interclub meets so that there is plenty of opportunity to members of different clubs to get to know each other? Perhaps more could be done to encourage members to take part in the various award swims. Are they properly explained to members so that they are not scared off by the distances involved? Are award swims planned for times that are convenient to most members?

Similar questions need to be asked about State and National Swims to ensure that all members are given proper encouragement to take part. Some members probably still feel over awed by such occasions and are reluctant to 'have a go.'

## RECOMMENDATIONS

### A COMMITTEES

The role and responsibilities of committee members be clearly defined so that each has a designated task to do with motivation

- e.g.
- (i) Publicity or promotions officer to encourage new membership
  - (ii) Social organizer to plan social functions and gatherings and encourage members to get to know each other fully dressed
  - (iii) Club captains, coaches and recorders to ensure that club nights and other swimming events are run in such a way as to encourage maximum participation.
  - (iv) Club presidents and other senior committee members to try to ensure that new members are being looked after and encouraged to remain.
  - (v) Treasurer to 'motivate' members to pay dues on time.

Every committee needs new blood and new ideas each year.

### B NEW MEMBERS

- (i) Ensure they are introduced to coaches and others who are able to help them get acquainted with the club and its activities.
- (ii) Perhaps older members could be designated to take new members under their wings for the first few weeks and to ensure that they are getting the help and encouragement they need.

- (iii) Club nights to comprise events specially designed to attract new members, particularly those not confident about their swimming ability. i.e. novelty events etc.

#### C CLUB NIGHTS

- (i) Members be encouraged to offer ideas about programmes and events
- (ii) Members share as much as possible in time keeping, recording and other activities
- (iii) Special training or coaching be included in club nights for those who want it
- (iv) At least one lane set aside each week for those who do not wish to be involved in the allotted events

#### D SOCIAL ACTIVITIES

- (i) Happy Hours and functions after swim meets
- (ii) Fund raising activities e.g. quizz nights, bingo
- (iii) Family outings, picnics, b-b-ques, champagne breakfasts
- (iv) Special events e.g. annual Christmas party, A.G.M.
- (v) Club participation in other events, e.g. fun runs; celebrity challenge type events; cricket matches; golf days; ten pin bowling; general sports days; swim thrus etc.

#### E INTERCLUB, STATE AND NATIONAL MEETS

- (i) These be planned, and explained in such a way as to encourage maximum participation
- (ii) Clubs pay entry fees, organize cheap charter well in advance for out of town events, with the inclusion of family groups.
- (iii) Explain properly to members so they know these events are for everybody, not just 'gun' swimmers

#### F AWARDS

- (i) Convenient times for award attempts
- (ii) Properly explained so members not frightened off
- (iii) Adequate training programmes to prepare for awards
- (iv) Awards given status and seen to be important goals
- (v) Adequate and due recognition be given for award attempts

#### G GENERAL

- (i) Have a 'handy hints' section in National magazine for clubs to swap new ideas for club nights and social functions
- (ii) Arrange group training at a suitable venue
- (iii) A selection of training programmes as a guide for members

#### H COMMUNICATION

Communication on all three levels of activity need to be opened up, through club committees, state committees newsletters, A.A.S etc.

#### I INVOLVEMENT

Members and clubs need to have involvement so that they 'feel' and become an integral part of AUSSI activities and see AUSSI objectives as part of their own. When this happens they should then be self-motivated

TOPIC 7 - RESEARCHAIM

To realize the importance and place of this important AUSSI objective and to initiate action in pursuing it.

OBJECTIVES

- (i) To determine the importance of research as a function of AUSSI
  - (ii) To determine who should be responsible for this
  - (iii) To determine what funds are available
  - (iv) To formulate suitable topics and areas of research
  - (v) To determine what steps need to be taken to initiate AUSSI research or research support and achieve objective (d) of the A.U.S.S.I Masters Swimming in Australia constitution of March 1981.
- (d) To provide assistance to research programmes, which are aimed at finding the effects of regular exercise, specifically swimming, on health and on the aging process. Thereafter to publish the results of said research.

EXISTING CONDITIONS

There is a great need for research into swimming and the adult. Very little has been done on a world wide basis, let alone in Australia. Illustration of this was given at the W.A. State Seminar when a visiting lecturer in preparation for the lecture to AUSSI members, asked for a library search (in a CAE institution) to be done on swimming fitness and health and the adult, and the result - NOTHING. If such information does exist then it is obscure and out of the reach of the average member. The US Masters has a number of books on the adult swimmer however, while indeed some are excellent references, they are often written by Masters Swimmers (with qualifications) but are a mixture of their own thoughts, plus information available on swimming in general, but there is no actual research done on adult swimmers to support or refute the scientific principles. In particular, how much and what adjustments for age.

Within AUSSI already, we have a wealth of information that can be collected, collated and used. We have the numbers to start developing research studies of our own. We possibly have the 'manpower' to do this but whether we have the expertise to do so is open to question. Whatever and if ever we embark on a research programme it is imperative that it is DONE PROPERLY. From the questionnaire, six out of ten saw research involvement as part of our function, only one did not. As to who should be responsible, the directors of fitness and coaching in States and other agencies such as National Heart Foundation. Although considered important there was a reluctance to make money available for AUSSI funds and where the vote was yes, it was to be limited. This is understandable and is another reason why control has to be established. Sponsorship was seen as a source.

GUIDELINES FOR A RESEARCH PROGRAMMEA METHOD OF RESEARCH

There are two methods of research that can be facilitated

(i) DATA COLLECTION

Data Collection: A collection and collation of the data already available from AUSSI records about ages, times swum and distances. Also such things as the most popular and patronized swim events and awards.

e.g. A study on the development in performance for a particular event or award with increasing age could be determined.

It is known that there is a decrement but just how much and whether this is consistent is unknown

## (2) EXPERIMENTAL STUDIES

This refers to the situation where groups of subjects are formed and trials are conducted with different treatments to determine the effects of each.

e.g. In an attempt to evaluate which type of training provides the greatest benefits to AUSSI swimmers there would possibly be 4 groups

- (i) continuous long distance training
- (ii) interval sprint type workout
- (iii) combination of above
- (iv) no training group

These types of studies may be

a) short term - where results are available after perhaps one trial period with perhaps follow ups done later. They should give results that can be fed back into AUSSI for reasonably immediate benefits

b) Long term- studies where data is collected from year to year with comparisons made and changes noted. These are longitudinal type studies which perhaps give more reliable information but results are not usable for several years.

This research could be on a National or a State level.

## B PERSONEL

1. The National Director of Fitness and Coaching should act as the co-ordinator of Research Projects
2. Research should be approved by either one or all of the following bodies.
  - a) State branch
  - b) National executive/Council
  - c) or a separate committee or panel which could have representatives of the above, however, it must include at least one experienced person.

If we are to establish and maintain credibility then we cannot allow poorly planned or 'willy nilly' schemes and projects to be conducted. This not only reflects on the reputation of AUSSI but it could well be dangerous, it could waste funds and it could also lead to misleading information.

## C RESEARCH STANDARDS AND POLICY

Because of the above, a policy needs to be set out, explained and published. Studies should be such that they produce publishable material i.e. they follow the format that is acceptable to journals of a professional nature. e.g. Journal of Sports Science, International Swimmer etc as well as, of course, A.A.S

## D FINANCE

Some National funds should be made available and priorities should be set out of those topics of the most immediate need and benefit of the majority of AUSSI members. Sponsorship should be sought out however, we must be careful not to be allied with any one product and we must be fully aware of the prospective sponsors motive. For example, we should not be seen to support such things as a certain brand of dietary supplement aids etc or products that are contrary to sound health.

## E ASSISTANCE

This may be available in some or all of the following ways and means

### a) Technical Assistance

This may be sought at the Departments of Physical Education or equivalent at:

- (i) universities
- (ii) C.A.E's
- (iii) Institutes of Technology ( W.A - W.A.I.T.)
- (iv) Department of Youth, Sport and Recreation

If we do not have the expertise to conduct the research ourselves, we could work in conjunction with, or obtain advice from these bodies. Also if approached in the correct (acceptable) manner, we could provide projects and finance for post-graduate students where there will be mutual benefits. The costs need not be high e.g. \$200 - \$500 to cover costs of stationary, testing, results printing etc.

### b) Manpower

We require people to be :

- (i) willing
- (ii) competent

To conduct these tests and collect data. Hopefully we can find these within the ranks of AUSSI but assistance may also be available from students at universities, C.A.E's and technical colleges etc.

### c) Facilities

We will no doubt require the use of facilities such as pools, laboratories access to computer, photocopier, printing equipment etc. This may be attained by co-operation with other clubs, health clubs and other allied organizations.

The limiting factors outlined can be overcome if we are committed to the cause of Research and not just for the sake of research, but for the results and practical application for all AUSSI members. These factors can be overcome by seeking out bodies and organizations equipped and willing to do this.

## D TOPICS FOR RESEARCH

It was obvious from the questionnaire responses that being a totally new area, not many people had given topics much thought. Those mentioned were:

- (i) medical aspects of swimming
- (ii) general fitness before and after programmes  
(a study is being done in W.A. season 1981 - 82)
- (iii) methods of training

- (iv) complete concept of adult fitness
- (v) topics deemed necessary by the State director of fitness and coaching

The first project of a research committee would be to survey the needs and problems of the adult swimmer and to determine the priorities of research.

Topics should include questions from administration as well as physical fitness and health. For example, surveys of needs of members, usage and availability of pool etc (relevant to rules of awards). The areas of physical fitness besides those mentioned that are foremost in my mind are:

- (i) effects of swimming in pregnancy
- (ii) swimming and weight control
- (iii) effects of swimming, on physical fitness, blood pressure
- (iv) swimming for the effective management of back pain
- (v) the effectiveness of various methods of training
- (vi) optimum levels and frequency of the training programme & age

The list could go on and on supplying many years of work. The problem is not going to be the subject matter or subjects, but the commitment to follow through with research within AUSSI

#### RECOMMENDATIONS

1. A commitment be made to commence a research programme as soon as possible.
2. A co-ordinator be appointed
3. A research panel or committee be set up consisting of a wide range of people from within AUSSI with at least one member from the National executive, to co-ordinator and at least one experienced person. Suggested size of 5 people.
4. This panel commence drawing up a statement of research policy to be a statement circulated to the States and confirmed by National Council.
5. A list of Research topics be drawn up and priorities determined.
6. Sponsorship be sought for financial and other assistance
7. Other allied agencies be approached for support e.g. National Heart Foundation
8. The various tertiary institutions who may have an interest in projects be canvassed for ideas and possible support. A contact person should be made in all States in the interested institutions.
9. The responsibilities, roles and powers of the research panel need to be defined as does the relationship of this panel with the State Branches and club fitness directors.

Kay Cox  
Chairman - Planning sub-committee



ALL DIFFERENT COLOURS  
AUSSEF SWIM AWARDS - 400 METRES

Attempt No. 67.	Award Year
Swim Style	

1. Only one swimmer per form.
2. This form may be used for State Aerobic Award Trophy and/or National Award Badge Attempts.
3. If a National Award Badge is required, the appropriate fee must accompany this form.

Surname		First Names			Date of Birth		<input type="checkbox"/> Male
Club		Registration No.		<input type="checkbox"/> State Aerobic Award Trophy Attempt <input type="checkbox"/> National Award Badge Attempt.			
SWIM RECORDS - It is advisable to record times for each 100 metres to check against error							
Swim No.	1	2	3	4	5		
Venue							
100 mtrs							
200 mtrs							
300 mtrs							
400 mtrs							
First Timekeeper							
Second Timekeeper							
STATE AEROBIC AWARD CLUB TROPHY							
Average Time for 5 Swims		Swim Style		Age Group	Points	Club Recorder	Checked - State Recorder
NATIONAL AWARD BADGE							
Recorded in Official Register (National Officer)			Badge Fee Received (National Treasurer)		Receipt No.		Date Badge Issued

( National Office to cut off here to return advice below to Club )

Club Recorder to enter details below		National Award Badge for 400 metres	
<div style="border: 1px solid black; padding: 5px; width: fit-content;">Name of Swimmer</div>			
Name & Address of Club Recorder		National Recorder	
_____ _____ _____		Date	

**AUSSI SWIM AWARDS - 800 METRES**

Attempt No. <b>68.</b>	Award Year
Swim Style	

1. One swimmer per form
2. This form may be used for State Aerobic Award Club Trophy and/or National Award Badge attempts.
3. If a National Award Badge is required, the appropriate fee must accompany this form.

Surname		First Names			Date of Birth	<input type="checkbox"/> Male <input type="checkbox"/> Female
Club	Registration No.	<input type="checkbox"/> State Aerobic Award Club Trophy attempt <input type="checkbox"/> National Award Badge attempt				
SWIM RECORDS - It is advisable to record times for each 100 metres to check against error						
Swim No.	1	2	3	4	5	
Venue						
Date						
100 mtrs						
200 mtrs						
300 mtrs						
400 mtrs						
500 mtrs						
600 mtrs						
700 mtrs						
800 mtrs						
Timed by						
<b>State Aerobic Award Club Trophy</b>						
Average Time for 5 Swims	Swim Style	Age Group	Points	Club Recorder	Checked- State Recorder	
<b>National Award Badge</b>						
Recorded in Official Register (National Officer)	Badge Fee Received (National Treasurer)		Receipt No	Date Badge Issued		

(National Office to cut here to return advice below to Club)

Club Recorder to enter details below

Name of Swimmer
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Name & Address of Club Recorder

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National Award Badge for 800 metres

- Has been issued.
- Has NOT been issued.

National Recorder	Date
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**AUSSI SWIM AWARDS - 1500 METRES**

1. One swimmer per form.
2. This form may be used for State Aerobic Award Club Trophy and/or National Award Badge attempts.
3. If a National Award Badge is required, the appropriate fee must accompany this form.
4. It is advisable to record times for each 100 metres to check against error.
5. See Rule 13 for conditions of 1500 metre swim for National Award Badge.

Attempt No. <div style="text-align: center; font-size: 1.2em;">69.</div>	Award Year
Swim Style	

Surname			First names				Date of Birth			<input type="checkbox"/> Male <input type="checkbox"/> Female		
Club		Registration No.		<input type="checkbox"/> State Aerobic Award Club Trophy attempt <input type="checkbox"/> National Award Badge attempt.								
Swimmer's Target (Optional)						Recorded Lap Times as Swum						
Swim Style			Best 50m Time			Date		Venue			Pool Length	
100m	min	sec	800m	min	sec	100m	min	sec	800m	min	sec	
200m	min	sec	900m	min	sec	200m	min	sec	900m	min	sec	
300m	min	sec	1000m	min	sec	300m	min	sec	1000m	min	sec	
400m	min	sec	1100m	min	sec	400m	min	sec	1100m	min	sec	
500m	min	sec	1200m	min	sec	500m	min	sec	1200m	min	sec	
600m	min	sec	1300m	min	sec	600m	min	sec	1300m	min	sec	
700m	min	sec	1400m	min	sec	700m	min	sec	1400m	min	sec	
Target for 1500 m -						Actual time for 1500 m -						
Actual Swim Time Certified Correct By :-			1st Timekeeper				2nd linekeeper					
I verify that this swimmer's (time to tenths of sec) fastest time for 50 metres this season is :-					Swim Style		Signature			Official Club Title		
State Aerobic Award Club Trophy												
Swim Style		Age Group		Points		Club Recorder			Checked - State Recorder			
National Award Badge												
Recorded in Official Register (National Officer)				Badge Fee Received (National Treasurer)				Receipt No.		Date Badge Issued		

(National Officer to cut here to return advice below to Club)

<p align="center">Club Recorder to enter details below</p> <div style="border: 1px solid black; padding: 5px; margin-bottom: 10px;">Name of Swimmer</div> <p>Name &amp; Address of Club Recorder</p> <p>----- ----- ----- -----</p>	<p align="center">National Award Badge for 1500 metres</p> <p><input type="checkbox"/> Has been issued</p> <p><input type="checkbox"/> Has NOT been issued</p> <hr/> <p>National Recorder <span style="float: right;">Date</span></p>
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AUSSI SWIM AWARDS - 3000 METRES

1. One swimmer per form
2. This form may be used State Aerobic Award Club Trophy and/or National Award Badge attempts.
3. If a National Award Badge is required, the appropriate fee must accompany this form.
4. There is no time limit for the 3000 metre National Award Badge but it must be done by continuous swimming.
5. Timing at least every 100 metres checks against error whilst providing information for the swimmer.

Attempt No.	Award Year
70.	
Date	

Surname				First names				Date of Birth				<input type="checkbox"/> Male			
												<input type="checkbox"/> Female			
Club				Registration No.				<input type="checkbox"/> State Aerobic Award Club Trophy attempt.				Venue & Pool Length			
								<input type="checkbox"/> National Award Badge attempt							
100m	hr	min	sec	1100m	hr	min	sec	2100m	hr	min	sec				
200m	hr	min	sec	1200m	hr	min	sec	2200m	hr	min	sec				
300m	hr	min	sec	1300m	hr	min	sec	2300m	hr	min	sec				
400m	hr	min	sec	1400m	hr	min	sec	2400m	hr	min	sec				
500m	hr	min	sec	1500m	hr	min	sec	2500m	hr	min	sec				
600m	hr	min	sec	1600m	hr	min	sec	2600m	hr	min	sec				
700m	hr	min	sec	1700m	hr	min	sec	2700m	hr	min	sec				
800m	hr	min	sec	1800m	hr	min	sec	2800m	hr	min	sec				
900m	hr	min	sec	1900m	hr	min	sec	2900m	hr	min	sec				
1000m	hr	min	sec	2000m	hr	min	sec	3000m	hr	min	sec				
Swim time certified correct				1st Timekeeper				2nd Timekeeper							
State Aerobic Award Club Trophy															
Swim Style				Age group				Points				Club Recorder			
												Checked- State Recorder			
National Award Badge															
Recorded in Official Register				Badge Fee Received				Receipt No.				Date Badge Issued			
(National Officer)				(National Treasurer)											

(National Office to cut here to return advice to Club)

<p align="center">Club Recorder to enter details below</p> <div style="border: 1px solid black; padding: 5px; margin-bottom: 10px;">Name of Swimmer</div> <p>Name &amp; Address of Club Recorder</p> <p>.....</p> <p>.....</p> <p>.....</p>	<p align="center">National Award Badge for 3000 metres</p> <p><input type="checkbox"/> Has been issued</p> <p><input type="checkbox"/> Has NOT been issued.</p> <hr/> <p>National Recorder</p> <p>Date</p>
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**AUSSI SWIM AWARDS - 5000 metres**

1. One swimmer per form.
2. This form may be used for State Aerobic Award Club Trophy and/or National Award Badge attempts.
3. If a National Award Badge is required, the appropriate fee must accompany this form.
4. There is no time limit for the 5000 metre National Award Badge but it must be done by continuous swimming.
5. Timing at least every 100 metres checks against error whilst providing information for the swimmer.

Attempt No.	Award Year
71.	
Date	

Surname				First Names				Date of Birth				<input type="checkbox"/> Male	
												<input type="checkbox"/> Female	
Club			Registration No.			<input type="checkbox"/> State Aerobic Award Club Trophy attempt <input type="checkbox"/> National Award Badge attempt			Venue & Pool Length				
100m	hr	min	sec	1800m	hr	min	sec	3500m	hr	min	sec		
200m	hr	min	sec	1900m	hr	min	sec	3600m	hr	min	sec		
300m	hr	min	sec	2000m	hr	min	sec	3700m	hr	min	sec		
400m	hr	min	sec	2100m	hr	min	sec	3800m	hr	min	sec		
500m	hr	min	sec	2200m	hr	min	sec	3900m	hr	min	sec		
600m	hr	min	sec	2300m	hr	min	sec	4000m	hr	min	sec		
700m	hr	min	sec	2400m	hr	min	sec	4100m	hr	min	sec		
800m	hr	min	sec	2500m	hr	min	sec	4200m	hr	min	sec		
900m	hr	min	sec	2600m	hr	min	sec	4300m	hr	min	sec		
1000m	hr	min	sec	2700m	hr	min	sec	4400m	hr	min	sec		
1100m	hr	min	sec	2800m	hr	min	sec	4500m	hr	min	sec		
1200m	hr	min	sec	2900m	hr	min	sec	4600m	hr	min	sec		
1300m	hr	min	sec	3000m	hr	min	sec	4700m	hr	min	sec		
1400m	hr	min	sec	3100m	hr	min	sec	4800m	hr	min	sec		
1500m	hr	min	sec	3200m	hr	min	sec	4900m	hr	min	sec		
1600m	hr	min	sec	3300m	hr	min	sec	5000m	hr	min	sec		
1700m	hr	min	sec	3400m	hr	min	sec						
Swim time certified correct				1st Timekeeper				2nd Timekeeper					
State Aerobic Award Club Trophy		Swim Style		Age Group		Points		Club Recorder		Checked- State Recorder			
National Award Badge		Recorded in Official Register (National Officer)		Badge Fee Received (National Treasurer)		Receipt No.		Date Badge issued					

(National Office to cut here to return advice to Club)

<p align="center">Club Recorder to enter details below</p> <div style="border: 1px solid black; padding: 5px; margin-bottom: 10px;">Name of Swimmer</div> <p>Name &amp; Address of Club Recorder</p> <p>-----</p> <p>-----</p> <p>-----</p>	<p align="center">National Award Badge for 5000 metres</p> <p><input type="checkbox"/> Has been issued</p> <p><input type="checkbox"/> Has NOT been issued</p> <hr/> <p>National Recorder</p> <p>Date</p>
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### AUSSE SWIM AWARDS - ONE HOUR SWIM

1. One swimmer per form.
2. The objective of this swim is to cover as much distance as possible in exactly one hour.
3. Distance credited is to be the nearest 25 metres completed within the one hour.
4. This swim does not necessarily qualify the swimmer for entry in the U.S. Masters Award unless the special conditions for that award are met and the correct entry form is used and appropriate fee is paid.

Attempt No	Award Year
72	
Date	

Surname	First Names	Date of Birth	<input type="checkbox"/> Male <input type="checkbox"/> Female
Club	Registration No	<input type="checkbox"/> State Aerobic Award Club Trophy attempt. <input type="checkbox"/> National Award Badge attempt.	Venue and Pool Length

CHECK TABLE Each square to be marked  on completion of each lap of the pool.

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23
24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46
47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69
70	71	72	73	74	75	76	77	78	79	80	81	82	83	84	85	86	87	88	89	90	91	92
93	94	95	96	97	98	99	100	101	102	103	104	105	106	107	108	109	110	111	112	113	114	115
116	117	118	119	120	121	122	123	124	125	126	127	128	129	130	131	132	133	134	135	136	137	138
139	140	141	142	143	144	145	146	147	148	149	150	151	152	153	154	155	156	157	158	159	160	161
162	163	164	165	166	167	168	169	170	171	172	173	174	175	176	177	178	179	180	181	182	183	184
185	186	187	188	189	190	191	192	193	194	195	196	197	198	199	200	201	202	203	204	205	206	207
208	209	210	211	212	213	214	215	216	217	218	219	220	221	222	223	224	225	226	227	228	229	230

No of Completed Laps		Length per Lap		Total Distance Swum.	
Distance Certified Correct		1st Timekeeper		2nd Timekeeper	
State Aerobic Award Club Trophy	Swim Style	Age Group	Points	Club Recorder	Checked - State Recorder

MEMBERSHIP EXPANSION.

TITLE OF SUB-COMMITTEEMEMBERSHIP

## 1. AIM:

This report aims to collate ideas received in answer to questions sent out to A.U.S.S.I State Branches and clubs throughout Australia.

Our aim is to attract members of all swimming abilities and form AUSSI clubs in as many areas as possible, both City and Country.

## 2. OBJECTIVES:

With clubs in as many areas as possible, the main objective is to provide facilities for the cross-section of fitness swimmers we hope to attract in the present and the future.

Replies to the questionnaires were received from:

2 States  
4 W.A. clubs  
4 N.S.W. clubs

## 2. a) RECRUITING:

In answer to the question 'should there be a State Recruitment Officer'? 6 were not in favour of this position. They felt it encroached on the position of State Publicity Officer, and even club publicity officers. However, one State is implementing the position of State Recruitment Officer now.

All replies were in favour of local press and word of mouth advertising as being the best way to make AUSSI known in the community.

## 2. b) AGE ELIGIBILITY:

Replies to lowering the age eligibility to 20 years were even for and against. Problems envisaged with lowering the age limit - providing F.I.N.A. recognition was given - were:

(i) overlapping with amateur swimming groups  
(ii) could become a speed swimming organization for ex-amateur swimmers. One State's experience, however, is that the majority of younger swimmers tend to be new to swimming.

The main argument for lowering the age limit is that it would help and encourage younger members to benefit from AUSSI sooner, and perhaps not be lost to other sporting organizations.

## 2. c) FEES:

All replies were in favour of fees staying at a minimum to cover costs. Pensioner reductions were mentioned as an incentive. Some clubs already have this.

Some replies were worried that National Swim entry fees were tending to become too expensive.

## 2. d) TYPES OF MEMBERSHIP:

Most replies prefer all members to be 'swimming' members, though 'social' - members, e.g. non-swimming spouses etc. are invaluable in helping run swim



meets and other functions.

## 2. e) FACILITIES AVAILABLE TO MEMBERS:

Coaching, of course, should be available to all AUSSI clubs, including stroke technique, correct breathing etc.

Teaching non-swimmers is envisaged in the long-term, with probably a paid teacher on a sessional basis being employed by either the States or clubs.

Rated highly is the social aspect of AUSSI being available to all members. This should be available on a club basis as regular get-togethers, and also with inter-club meets on an area basis.

## 2. f) ALTERNATIVE ACTIVITIES:

This, we feel, is a most important aspect to be looked at, as we know from experience in W.A. it is hard to maintain continuing interest in clubs that do not have year-round access to pools.

Some of the suggestions mentioned were:

a regular social programme, say monthly, which may include films on swimming; lifesaving films and demonstrations; aerobic exercises; other sports; other activities such as golf days and car rallies, all which could be planned during the 'off season' to keep membership intact.

## 2. g) COUNTRY CLUBS:

The main problem noted with regards to forming and maintaining clubs in areas away from the cities, are getting people interested in the beginning, and lack of commitment in areas with transient population.

A State Liason or Extensions Officer is suggested in one reply. This person could visit country areas to promote AUSSI and help get clubs off the ground, and represent them at State Branch meetings.

Also, inclusion of country clubs in their respective State Swims helps them to feel less isolated and more a part of AUSSI. This has just been done in W.A. with the inclusion of the Sth. Hedland club in our recent State Swim. This club swam their events the week before under carnival conditions, and sent their cards down to Perth to be included in the results.

Publicity in country areas can be achieved via the local press and shopping centre displays.

The idea of a sister club relationship with a club in the metropolitan area is a good one.

Country clubs must be kept informed by their respective State Branches on what is going on. Proxy delegates and mail voting at Branch meetings are two ways to give country clubs a say in the direction of AUSSI in their State.

## 3. EVALUATION OF THE PRESENT POSITION:

At present we seem to be catering quite satisfactorily for the over 25's

with most clubs offering the facilities mentioned e.g. coaching, which is most important to the majority of swimmers. We realize that some clubs are better equipped, by means of available expertise, to offer these facilities to their members. Some clubs, we feel, offer their members the 'fitness' part of AUSSI and tend to neglect the 'fun' part of our motto. We feel that both should be encouraged.

#### 4. RECOMMENDATIONS:

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##### IMMEDIATE:

1. Minimum age eligibility remain at 25 years.
2. Other facilities, besides coaching, be offered to members, i.e. life-saving.
3. Social interaction be encouraged as much as possible.
4. Club publicity officers continue with local press advertising, community displays etc.
5. All members be encouraged to be swimming members. Social membership only available on a limited basis.
6. Country clubs have a sister club relationship with a metropolitan club.
7. Country clubs to participate in State Swims, be it on a postal basis, or in person, with their results incorporated in the final pointscore.

##### FUTURE:

1. Minimum age eligibility be lowered to 20 years, after gaining F.I.N.A approval.
2. Teaching of non-swimmers be made available through appropriately trained personnel, to those intending members who require it. See 2. e)
3. Fees to remain at a reasonable level so as not to deter membership.
4. Alternative activities be encouraged for clubs which do not have access to year-round pool facilities. See 2 f)
5. Proxy delegates and postal votes be available for country clubs to be represented at State Branch meetings.
6. A State Liaison or Extensions Officer be elected to help encourage country clubs. See 2 g)

Toni Morris  
Chairperson, Membership Sub-Committee

SPECIAL PROJECTS - PAN PACIFIC AND INVOLVEMENT IN INTERNATIONAL SWIMMING

TITLE OF SUB-COMMITTEESPECIAL PROJECTS - A.U.S.S.I INVOLVEMENT IN INTERNATIONAL SWIMMING

This report is intended to form the basis of discussion at the National Conference under the item "Review of AUSSI's activities and the future."

The report is prepared under the following headings:

- 2.1 Aim
- 2.2 Objectives
- 2.3 Evaluation of Present Position
- 2.4 Recommendations.
  - 2.4.1. Immediate
  - 2.4.2. Long Term

2.1 AIM:

As a result of a circular forwarded to all States, it is apparent that AUSSI members support Australian involvement in International Masters Swimming.

Our aim then is 'to provide the opportunity for AUSSI members to participate in International swimming competition.'

2.2 OBJECTIVES:

- a) To form a committee where tasks will include promotion and co-ordination of international swimming.
- b) To draft by-laws covering
  - . overseas tours without invitation
  - . overseas tours with invitation
  - . overseas tours policy
  - . international swim meets in Australia.
- c) To liaise with masters swimming groups in other countries with the aim of forming an association similar to the "Association of Veteran Athletes," being a world association.

2.3 EVALUATION OF PRESENT POSITION:

Within the AUSSI movement there is a group of people who have conducted a Pan Pacific Masters Championship, September 1981, under the banner of "Australian Union of Senior Swimmers International."

One can only acclaim the initiative of the group, however, organized meets of such magnitude should be approved by representatives of all members of AUSSI.

Mr. Gary Stutsel has referred to the meet as in "informal meet" and this is agreed.

We then have a situation at present where because of the good work of Mr. Stutsel and others, any official AUSSI International Committee has a ready access to overseas masters groups.

W.A. State Association has been requested by National Council to review the future of AUSSI. An evaluation of the present position re international

swimming may be summarised as " we are up and racing, but without rules or authority."

#### 2.4 RECOMMENDATIONS:

##### 2.4.1. Immediate:

- Form a committee elected by members of the National Council.
- Committees first task is to draw up a set of rules covering visits by Australian swimmers overseas, and the conduct of international swim meets in Australia.
- Rules to be approved by National Council and all registered members of AUSSI to abide by these rules.
- Committee be responsible to and act only with approval of National Council.
- Committee be given immediate authority to liaise with Masters swimming authorities in other countries with the aim of forming a world master association.

##### 2.4.2. Future:

- National Council should consider financial implications of AUSSI conducting international swim meets.
- National Council should strongly consider incorporation as the scope of our activities widen.

Fred Johnson  
Chairman - International Sub-Committee.

FINANCIAL GROWTH

FINANCIAL GROWTHAIM

The general aim of this group is to review the present funding system and to make recommendations as to method of funding AUSSI activities.

OBJECTIVES

- (i) To overview existing system of funding
- (ii) To establish the future needs of AUSSI that require funding
- (iii) To suggest ways and means by which these funds might be raised.

EXISTING CONDITIONS

A.U.S.S.I at present relies on affiliation and capitation fees, profits from State and National Club Championships and to some degree, sponsorship in the forms of cash donations, stationery, banners and services i.e. computer service produced results of National swim in Perth during 1981.

To date AUSSI has coped reasonably well, but there are some who believe that with extra funding AUSSI would increase its efficiency and service to members generally.

QUESTIONNAIRES AND SUBMISSIONS

The response to questionnaires, was, to say the least, disappointing. Of the twelve answers received (not all were complete), the results were:

## 1. State and National Meets

Entry fees - no change (1); cover costs (4); cover costs but increase to cover National secretariat (1); keep to minimum - sponsorship (1); sufficient (1); flat rate for carnival (1)

## 2. Club affiliation

According to local requirements (1); recommend by State committee (1); increase with inflation (1); \$10 (3); \$10 plus 50cents per member (1).

## 3. Registration fees

National and State level - 50/50 basis (1); within reason (1); keep to a minimum (1); be conservative and realistic (1); no increase but membership in advance, 5 years, 10 years etc (1); as it is, but increase to fund National secretariat (1); sufficient to maintain National and State offices i.e. set budgets and divide by membership to determine fee (1).

## 4. Awards

Charges - Not money making/ cover costs (3); free (1); \$1 if patch wanted (1); club pays (1); \$2 an award (1).

## 5. Teaching and coaching

Need for professional (1); Free (1); honorary basis (1); not enough of it (1); club problem (1); \$1 or 75 cents each training night (1); pay as you use (1).

## 6. Promotion of AUSSI

Need to spend money (1); set a budget (1); free (1); sponsorship - Government/ private (1); not enough of it (1); State Branch level (3).

## 7. Membership fees on club level

Too low (1); club decision (5); keep to a minimum (1); keep to a minimum plus a small attendance charge (1); \$2 per year plus 50 cents per night (1); \$15 per year plus 80 cents per night and raffle (1)

## 8. Do you think it would be feasible for AUSSI nationally to produce their own towels, bathers, bags, caps etc.?

Yes (3); at National and International swim meets (1); not necessary (1); prefer club level (1); market research before committing funds (1); no - National swim meet Tee shirts only (1).

## 9. Do you consider us able to gain outside sponsorship on National or State level.

Yes (3); yes with difficulty (1); both possible if company sees us as a marketable product (1); yes with help of a professional fund raising agent (1); yes for seminars and promotion (1).

## 10. If we had to raise our own funds, suggestions on how we would go about it.

Sponsorship and/ or grants at National and State level (1); sponsorship (1); quizz nights, car raffles, swimathons and raffles (1); no art unions or minor raffles unless prompt draw (1); fund raising by States/clubs as required e.g. quizz nights (1).

Individual submissions

Two other submissions have been received by individual members:

1. One is that all annual affiliation fees be funnelled to the National Body and that this group take over certain functions i.e. registrations and tabulating duties which are now performed by the State bodies. It has been estimated that this would give the National Body an income of \$20,000 per year if fees and membership numbers remain static. It was also suggested that the philosophy 'let the user pay' should prevail.

One source of National Body income is the profit from National Swim. If entry fees were increased to \$5 per individual event and relays \$10 per team, the profit would be \$9,000 which split 50/50 National/State conducting the Nationals.

2. The other says that sports marketing - including sports sponsorship - is a special facet of business promotion. Donating to an organization on a one off situation is not sponsorship but a public relations exercise. When merchandised properly, a sponsorship returns handsomely on the investment (and that's what it is, pure and simply - an investment). As far as the business is concerned it must be sure that the organization being sponsored is the right 'vehicle' for the company and its objectives, and the sponsor knows what he should get and how to get it.



National Executive submission

The National Executive have forwarded their budget to establish and run a National office:

Approximate cost of National Office as at March 1982

	\$
Executive Director	25.000
Secretary	13.500

Office Cost:

Rent	5.000
Telephone	1.500
Electricity	300
Lease office equipment	250
Insurance with Workers Compensation	500
Postage	1.500
Printing	2.000

Expenses:

Motor Vehicle	5.000
Travel (Australia)	3.000
Entertainment	2.500

Total cost per Annum	<u>60.050</u>
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EVALUATION OF QUESTIONNAIRES AND SUBMISSIONS

It is true to say that if you ask anyone to pay more there is an automatic inclination to say 'no' or to suggest that rates and charges remain static, or to suggest that someone else pays i.e. sponsorship or government grants.

There is also a great divergence with regard to the sums that members believe they should pay. These range from \$2 plus 50 cents per night, to \$15, 80 cents per night plus raffle each night. We must however, be realistic and realise that at present the National capitation fee is \$5 per member and States also charge their levy. This committee subscribes to the philosophy 'let the user pay' and does not consider \$5 National and State levy (\$5 in W.A.) to be expensive. A review of 50 swimmers taken at random at the W.A. 1982 State swim all agreed that they were getting value for their \$10 (\$5 National, \$5 State, and club) capitation fee.

Sponsorship is the 'in word', the magical cure to bridge the gap between present income and required income, to pay for future ideals. A firm will not make funds available to us unless they can see a benefit to them attaining their objectives, usually a monetary profit. The hiring of a professional fundraising agent should be considered when seeking sponsorship. Respondents were almost equally divided as to honorary vs professional teaching/coaching within clubs. It seems that members who presently receive professional assistance are happy to pay on a nightly basis. This is of course an individual club matter, but the question was raised to evaluate whether funds should be sought on a State or National basis to procure professional assistance. At this stage it appears not to be warranted.

There is support for the National Body to produce AUSSI towels, bathers bags, caps etc. Some preference was expressed for tee shirts etc at National swims provided market research was undertaken before outlaying funds. This of course is what happens at present.

Fund raising to cover a short fall of income should be in the form of social events, swimathons, raffles and quizz nights.

### RECOMMENDATIONS

In making recommendations consideration has also been given to recommendations and questionnaire responses of other sub-committees.

#### IMMEDIATE 1983

1. State affiliation fees increase from \$10 to \$100.
2. Members capitation fees remain at \$5 each member
3. Each State be left to fix their own affiliation and capitation fees and charges.
4. National swim meet fees be set at \$25 per member irrespective of how many events are involved
5. National swim meet relay fees be set at \$10 per team per event
6. A \$1,000 honorarium be paid to the Honorary Secretary on completion of each year in office, providing service is deemed to be satisfactory by National Council.
7. That one delegate per State have economy air fare and accomodation paid to attend National Council meetings.
8. National Council set up a sub-committee to be chaired by the Honorary Treasurer to investigate ways and means of obtaining funds through grants, sponsorship, donations or fundraising activities to establish a National Directorship, support staff and facilities by 1987.

#### THE FUTURE - 1984 -86

1. State affiliations to be reviewed in light of inflation. Each State to be levied as to the number of clubs with a minimum fee of \$100 i.e. a State with 20 clubs at a fee of \$15 per club, pays \$300 whereas a State with only three clubs pays the minimum of \$100.
2. Individual membership capitation fees be reviewed annually with a minimum fee of \$10 per head being struck.
3. National swim meet fees be reviewed annually to keep pace with inflation.
4. National Secretary's honorarium to be reviewed to keep pace with inflation, work load and responsibility.

IMPLICATIONS

Basically the philosophy of 'let the user pay' has been followed. Financial growth has been tackled on a conservative basis. Perhaps an excerpt from South Australia's submission sums up the situation:

"A.U.S.S.I is a magnificent organization and rather than get carried away with grandiose ideas, I believe we should be consolidating what we have at the present time. We are a relatively young body, so let's set objectives and make plans for the future, but bear in mind that we have to walk before we can run."

We are out of the crawling stage. Let 1982 to 1986 be the time for us to learn to stand tall and walk strongly gathering pace to stride into a professional National directorship in 1987.

Frank Mongan  
Chairman - Finance sub-committee.

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