PO Box

BOROKO

National Capital District

PNGSI STRATEGIC PLAN

2025-2029

This Strategy provides the plan for how Papua New Guinea Swimming Inc. will collaborate with purpose with our member clubs, PNG Sports Foundation, PNG Olympic Committee and other key partners to support increased capability, relevance and sustainability of Aquatic Sports in Papua New Guinea as we move towards 2025 and beyond. We are incorporating Oceania Aquatics' strategy.

It sets forth the Core Values, Key Results Areas, Vision, Outcomes and Broad Strategies of PAPUA NEW GUINEA SWIMMING INC. for the period 2025-2029.

Papua New Guinea Swimming Inc. has reviewed its current *Strategic Plan* and is happy with its progress in developing the organisation and is now looking forward to continuing this work improving the governance, management, sport development and operations of the organisation over the next 5 years 2025-2029. It is now time to do more to ensure that our athletes, coaches, officials, volunteers, sponsors and all other stakeholders receive the best possible opportunities through our service offerings.

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S.C.O.R.E ANALYSIS

STRENGTHS

- Good support from World Aquatics (WA) for international competitions and Official Education (Coach and Technical Officials) and Administration
- Good volunteer support
- Good governance in the executive
- Satisfied sponsors BSP, Theodist Ltd, PNG Airfreight Ltd
- Good public image through successful athletes on the international stage
- BSP National Aquatic Excellence Squads program – A pathway for progression for our athletes
- A world class aquatic facility in Port Moresby (TAIC)
- High Performance Centre (gym/massage/physio)
- Structured pathways for Coaches (WA), and Officials (PNGOC OSEP pathways)
- Financial Support from World Aquatics

CONSTRAINTS / WEAKNESSES

- Facilities in regional areas and in provinces
- Geographical location of events– cost of flights inter- province and international
- Cost of hiring facilities – as a non-profit organization
- Not having swimming in the Community School Physical Education Curriculum
- Limitation of funding support from PNG Sports Foundation, Government arm
- All affiliated members are Volunteers including coaches, administrators and technical officials
- Cost of involvement (membership fees) for Papua New Guinea grass roots people
- Cost of attending overseas competitions

OPPORTUNITIES

- Structure pathways for technical officials (World Aquatics) and athletes
- Learn to swim programs in all provinces to eliminate the drowning statistic
- Form more Clubs in all regions of PNG
- To have the sport in the PE Curriculum in all Government Schools
- Hold international competitions in Port Moresby
- To produce elite athletes to compete in the Commonwealth Games, Pacific Games, Olympic Games, World Aquatic Competitions and Oceania Swimming Championships
- Strengthen relationships with Island Mentoring Clubs
- Providing coaching accreditation – enabling more coaches to become involved and become accredited.

RISKS

- Security - law and order
- Public transport to and from the pool
- Cost of venue hire and management of facilities
- Pool water hygiene, cleanliness of facilities
- Athletes returning to home provinces with parents where pools do not exist or clubs are not available to join
- School education (taking time out to compete in international competitions only to lose place in school if over the 30 days allowed)
- Maintenance not a priority.
- Devaluation of the PNG kina

OUR HOPES AND OUR EXPECTATIONS

- Developing Clubs in all the provinces in PNG
- Building capacity, and to roll out the Learn to Swim Program in all Provinces
- Establish a data base of Coaches who have been accredited with World Aquatics / ASCTA
- Establish a Pathway for coach development through OSEP courses
- Establish a data base of Technical Officials with their Role and achievement
- Establish a Pathway for Technical Officials development through the OSEP course program
- To further promote the Aquatic Sport of Open Water, Masters Swimming and Water Polo - with constitutions, committees and members.
- Establish pathways for athletes to progress into Coaching, Administration, or officiating on their retirement from competing

SUPPORT, DEVELOP AND GROW AQUATIC SPORT in PNG

Strengthening the capability of PNG Swimming and its Clubs

Develop PNG Swimming affiliated members (Athletes/Coaches/Technical Officials)

Connecting more people within PNG to Aquatic Sports – participants, athletes, coaches, technical officials, volunteers and supporters

Our Purpose: To support the thriving future of Aquatic Sports in Papua New Guinea

Our How: Support – Develop – Grow: by providing an aligned framework of resources, services, pathways, events and advocacy which aims to empower our affiliated Clubs to deliver positive, memorable and inclusive experiences through Aquatic Sports

Our Why: To maximise the positive impact Aquatic Sports have on people and communities in PNG

Our Values: Our values define the character of our organisation and guide how we behave, as we do what is right for the future of aquatics in PNG

Accountability, Respect and excellence will all play a big part as we focus on being better tomorrow than we are today, valuing all affiliated members and partners.

WHAT WE ARE ABOUT:

Our values shape the culture of our sporting organisation and positively influences our PNG community and how we work together.

CARE – We care about the prosperous future of our sport and the community

ACCOUNTABILITY – We do what we say we will do staying responsible and reliable to all our members

RESPECT – We value everyone in our sporting community and what they can bring to the future growth of aquatic sport

EXCELLENCE – We will focus on bringing a positive mindset for growth; a commitment to excel in all areas.

Respect-Excellence-Motivation-Inclusiveness-Friendship-Transparency

This Strategic Plan has been structured to reflect the responsibilities and accountability of each major area of the organisation. In the next 5 years the PNGSI STRATEGIC PLAN will focus on the following Key Result Areas –

vision

The ultimate aim of PNGSI is to Develop and Expand Aquatic Sports to their full potential in PNG

Mission

The purpose of PNGSI is to Promote and develop all Aquatic Sports in PNG through: Education, Participation, and Competition

objectives

Participation, Performance, Promotion, Profit

Strategies

with key performance indicators

Key result areas (KRA)

KRA 1 **Good Governance – Management and Administration** Rules and regulations, policies and strategic planning/ Organisational structure, role development, constitution

KRA 2 **Finance and Accountability** Record keeping, marketing and planning, monthly and annual reporting /Insurance /Sponsors

KRA 3 **Marketing and Promotions** Public Relations, communication, sponsorship

KRA 4 **Physical Resources** Equipment sport and administrative, facilities access and availability

KRA 5 **Human Resources** Coach Accreditation Program / technical official accreditation processes, OSEP Pathways / Data base of coach and Technical Official.

KRA 6 **Athlete Development** Clinics, camps, Aquatic Excellence Program, cultural, attitude, behaviour values

KRA 7 **Sport Activity** Competition or preparing for competitions, development programs, training

PNGSI MODEL - GOOD GOVERNANCE AND DEVELOPMENT

OUR STAKEHOLDERS

OUR STRATEGIC OBJECTIVES

Connect Potential **Fuel Passion** **Sustain Growth** **Raise Standards**

Key result Areas - OPERATIONAL PLAN

KRA *1* **GOOD GOVERNANCE:** Rules and regulations; Policies; *Strategic* planning

KRA 2 **MANAGEMENT ADMINISTRATION:** Organisational structure; Role development; Constitution

KRA 3 **FINANCE/ACCOUNTABILITY:** Record keeping; Marketing and planning; Monthly and Annual Reporting

KRA 4 **PHYSICAL RESOURCES**: Equipment sport; Administrative; Facilities access and availability

KRA 5 **COACH/TECHNICAL OFFICIALS***:* Coach Accreditation Program; Technical official accreditation processes OSEP Pathways; Data base of coach and Technical Official

KRA 6 **ATHLETE DEVELOPMENT:** Clinics, camps; Aquatic Excellence Program; Cultural, Attitude and behaviour values

KRA 7 **SPORT ACTIVITY:** Competition or preparing for competitions; Development programs; Training programs

KRA 8 **MARKETING/PROMOTION** Public Relations; Communication*;* Sponsorship

PNG SWIMMING 5 YEAR OPERATIONAL STRATEGIC PLAN 2025-2029

KRA 1 GOOD GOVERNANCE in MANAGEMENT AND ADMINISTRATION					
Strategic Objective	**Strategies**	**Responsible**	**Timeline**	**Resource**	**Performance indicator**
JOB DESCRIPTIONS for each executive position to provide a more effective management based on objective information obtained through job analysis, understanding of the competencies and skills required to accomplish needed tasks. Effectively developed, employee job descriptions are communication tools that are significant in our success.	*Provide a more effective team* • *Describe the duties, responsibilities, required qualifications, and reporting relationships of a particular job.* • *Clearly identify and spell out the responsibilities of a specific job.* • *Review annually* • *To be placed onto the PNGSI Website*	Executive	Annual review first meeting after AGM	Human Material	Effective team
Review **POLICIES AND PROCEDURES** Codes of Conduct 1. Competitor 2. Coach 3. Team Official 4. Team Manager 5. Parent/Guardian 6. Technical Official 7. Administrator 8. Spectator 9. Training Program Deliverer	*Review, and promote Codes of ethical Conduct and its benefits* • *Place on PNGSI Website* • *Announce in newsletter* • *Send to Clubs to adopt*	Executive President Secretary	Reviewed annually	Human Financial Material	Completed and on web page for viewing
Establish 2025-2029 **PNGSI STRATEGIC PLAN** and **OPERATIONAL PLAN** with stakeholders and the Executive to set priorities, focus energy and resources, strengthen operations, ensure that we are working toward common goals, establish agreement around intended outcomes/results, and assess and adjust the organization's direction in response to a changing environment	*Produce an effective strategic plan that articulates not only where we are going and the actions needed to make progress, but also how we will know if it is successful.* • *Make available strategic plan to all stakeholders communicating PNGSI's goals, the actions needed to achieve these goals and all of the other critical elements developed during the planning exercise.*	Executive and stakeholders	Immediate	Human Financial Material	Strong growth in all areas Education Volunteers members
Promote and endorse **PNGOC/OSEP - MOSO** PNG Training (Advanced Managing Olympic Sports Organisation) See PNGOC requirements	• *On the website* • *In the PNGSI Quarterly newsletter* • *Send Flyers when advised of pending courses to Clubs to endorse participants* • *Keep an updated data base of participants*	Public Relations officer / president CTO	Ongoing	Human Material	5 volunteers accredited annually

Strategic Objective	**Strategies**	**Responsible**	**Timeline**	**Resource**	**Performance indicator**
Comply with **World Aquatics Constitutional requirements** by submitting to World Aquatics Office: PNGSI AGM Minutes PNGSI Annual Report PNGSI Audited Financial Statements	• *Send documents to World Aquatics Office*	Secretary	Annually After AGM	Human Material	Completed annually
Engage with **World Aquatics for program support - SWIMMING FOR ALL / SWIMMING FOR LIFE** programme Promote Learn to Swim Promote physical activity Prevention of drowning	• *Database register of all athletes* • *Help to attract children to join Clubs through social media, flyers, news articles* • *Promote the benefits and advantages of being able to swim* • *Place program on PNGSI website*	Public Relations Officer President Secretary	Ongoing	Human Material	50% or double the growth in Learn to swim programs annually
Have in place **COMPETITION SELECTION CRITERIA** for • Athletes • Coaches • Managers to World Aquatics competitions including: World Aquatics World Champs Junior World Aquatics Champs World Aquatics Champs (25m) and • PNGOC Competitions: Olympic Games Youth Olympic Games Commonwealth Games Commonwealth Youth Games Pacific and Mini Pacific Games	• *Review criteria and promote Athlete Selection Criteria on website / newsletter / Clubs* • *Produce an Athlete Selection Criteria that is non-discriminatory, fair to Athletes, and provides pathways for all Athletes* • *Outline the fundamental principles for advancing to a higher level of competition including training, training reports, preparation competitions etc.*	Executive members	Reviewed 6 months out of the competition date	Human Material	50% Growth of athletes attending elite competitions from the previous year
Coach Development Officer Ongoing support Identifying and supporting "next generation coaches" and provide professional development, mentoring support and opportunities for employment.	• *Establish Consultancy agreement with Terms and References* • *Advertise and promote position* • *The Coach will provide a daily performance environment within the Clubs for the High-Performance athletes and promote the overall strategic coaching direction of the High-Performance program including mentoring Club coaches to help build the capacity in Clubs* • *To be accountable in the preparation of the athletes vying for a place on Team PNG*	PNGSI executive	ongoing	Human	Building capacity Forming a new Club outside of NCD and Lae

Strategic Objective	Strategies	Responsible	Timeline	Resource	Performance indicator
Establish a procedure to nurture and develop new Clubs in PNG. Have in place an Introductory start up pack for the development of new clubs forming.	• *Outline requirements including affiliation to PNGSI and List constitution requirements.* • *Outline a procedure detailing a pathway to help develop new Clubs* • *List the benefits of learning how to swim* • *Send information to all Regional Sports Departments via PNGSF* • *Promote and market* • *Have available contact details*	Swimming Development officer PNGSI Executive to play an active part	January	Human Material	1 club annually

KRA 1 GOOD GOVERNANCE – REQUIREMENT OF PNGOC

Strategic Objective	Strategies	Responsible	Timeline	Resource	Performance indicator
PNGOC Constitutional requirements	*by submitting:* • *AGM Minutes and Annual Report* • *Audited Financial Statements*	Secretary	Annually	Human Material Financial	Completed task within one month after AGM
Use Readiness Assessment Tool (RAT) to create HP Development Plans	• *Complete annually online* • *Define Key Result Areas in plan using the RAT*	Executive / President	December - February	Human	Complete task annually
2025-2029 PNGSI Strategic Plan	• *Present completed plan to PNGOC*	President	Dec 2024	Human Material	Document complete
Games Preparation Support athletes' preparations through funding	• *Develop a High-Performance program* • *Strategy document* • *Work with PNGOC on Selection criteria and eligibility to sanctioned Games* • *Complete NF HP Support Request* • *Complete NF Performance Planning Template*	Executive working with the Registrar	Ongoing	Human Material	More athletes meet the criteria
Carry out Post Games Evaluation of performance and Team PNG support	• *Develop criteria for evaluation* • *Format form for evaluation*	Executive	1month after Games	Human Material	Completed in 4 weeks
Attend Annual NF Anti-Doping Seminar (PNGOC)	• *Send out flyer* • *Nominate persons to attend*	2 Executive members	On advice from PNGOC	Human	2 to attend
Provide support to PNGOC activities – 10 volunteers 1. PM's Corporate Golf event 2. Trukai Fun Run	• *Advertise the event on website* • *Advertise the event through the Clubs* • *Nominate a team leader and 10 volunteers to take part*	PNGSI Executive and Clubs	On advice from PNGOC	Human	10 volunteers attend

Continue the education pathways through PNGOC MOSO/OSEP programmes aimed at upskilling our volunteers 1. Sport in Communities Administrator (SiC) 2. Community Coach and Official (CC&O) 3. Management in Sporting Organisations (MISO) 4. Competition Coach 5. Advanced Sport Management Course (ASMC aka MOSO) 6. Educator 7. Master educator	• *Provide opportunities to our volunteers in Clubs and the PNGSI Executive in MOSO and OSEP Courses* • *Provide a calendar of these courses to all affiliated members* • *Advertise on PNGSI Web site and PNGSI Facebook page* • *Publicise in the PNGSI Quarterly newsletter* • *Send out flyers to Clubs to nominate competent participants with deadline dates to be adhered to* • *Compile and approve applicants and send names with the relevant forms filled out to Alu Ravusiro for endorsement by PNGOC*	Executive	On advice from PNGOC	Human Material	10 people become accredited annually

KRA 2 – GOOD GOVERNANCE in FINANCE AND ACCOUNTABILITY

Strategic Objective	Strategies	Responsible	Timeline	Resource	Performance indicator
Produce audited financial reports and present to PNGSI Executive and affiliated members and stakeholders at the Annual General Meeting	• *Collate Financial Reconciliation statements and monthly meeting minutes*	Treasurer	last Saturday of March calendar year	Human Material	Document compiled and presented at AGM
Prepare budgets for national and international competitions targeted in: 2025/2026/2027/2028/2029	• *Source and secure airfares, accommodation, travel insurance, uniforms, meal costs, transport on the ground*	Treasurer	December of preceding year	Human Material	Presented December
Prepare budgets for Training Swim Camp for athletes in POM and Lae	• *Source airfares, accommodation, travel insurance, uniforms, meal costs, transport on the Ground*	Treasurer	December of preceding year	Human Material	Presented December
Prepare Budget for TO Travel Policy in and out of country	• *Source airfares, accommodation, travel insurance, uniforms, meal costs, transport on the ground*	Treasurer CTO	As needed	Human Material	Budget approved
Retain Sponsorship and obtain Sponsorships: BSP, Theodist Ltd, Airfreight PNG Ltd	• Prepare *sponsorship* proposal for targeted corporations and secure sponsorship in cash or kind to fund competitions	Treasurer President Secretary	January of each year	Human Material Finance	Presented January
World Aquatics OASP Annual Funding Support	• Allocate and prepare WA OASP Funding doc / support • Provide support documentation and receipts to WA and provide report • Complete World Aquatics Annual Governance Survey	Treasurer Secretary President	December October	Human	

Retain Membership of International and National organisations: Oceania Swimming Association (OSA) AUD150.00 Papua New Guinea Olympic Committee (PNGOC) PGK100 World Aquatics (US$200.00) (CHF200)	• *Pay affiliation fee to OSA/PNGOC/World Aquatics* • *Send out notices to Secretaries of Clubs BASC/LASC/Masters with affiliation fee invoice*	Treasurer	Annually Dec/Jan	Human Material	Completed annually and on time
Annual Financial Report	• *Financial reports to be audited by independent and qualified firm appointed at AGM and published in annual report* • *Prepare financial reports annually to be sent to the auditors SINTON SPENCE*	Secretary Treasurer	Prior to AGM	Human Material	Completed annually and on time
Monthly Meetings	• *Submit reconciliation statements to executive board*	Treasurer	Monthly	Human Material	Tabled monthly

KRA 2 – GOOD GOVERNANCE - INSURANCE

Strategic Objective	**Strategies**	**Responsibility**	**Timeline**	**Resource**	**Performance indicator**
To have in place a portfolio of **insurance cover**. Ensure appropriate cover for both members and the physical assets of Clubs and PNGSI. 1. Public Liability Insurance 2. Player accident insurance	*Public Liability Insurance* • *Maintain a registrar of membership from Clubs* • *Continue the cover held with the broker* *Player Accident Insurance* • *Maintain travel and health insurance when athletes are competing internationally* World Aquatics cover medical and Professional insurance to participants when traveling to World Aquatics events PNGOC cover travel and medical insurance to Olympic.	Treasurer Secretary Executive	Annually	Human Material Financial	On time payment of insurance premiums

KRA 2 – GOOD GOVERNANCE – SPONSORS

Strategic Objective	Strategies	Responsible	Timeline	Resource	Performance indicator
Managing sponsorship	• *communicate company values both externally and internally through sport activities* • *Update marketing plan and sponsorship plan and strategy* • *Provide Annual Report - to include audited accounts / AGM Minutes* • *Send out to sponsors Annual PNGSI calendar / quarterly newsletter* • *Invite sponsors to all PNGSI activities and education programs*	Executive	Annually	Human Material Financial	Complete task within one-month AGM
Increase the sponsors brand awareness	• *Building and reinforce the relationships* • *Increase awareness of sponsors in quarterly newsletter*	Executive / President	December	Human	Complete task annually
Prepare sponsorship proposals	• *List main competitions and prepare Sponsorship proposals as per the Calendar. To include budgets, productivity, history, organisation, importance of the event,* • *Prepare budgets for education purposes - Swim Camp annually*	President Secretary Treasurer	December	Human Material	Completion and presentation to Executive and sponsors

KRA 3 – MARKETING AND PROMOTIONS

Strategic Objective	Strategies	Responsible	Timeline	Resource	Performance indicator
Prepare **quarterly activity newsletter** 31 March/30 June/ 30 Sept/ 31 Dec	• *Collate news items* • *Publish and distribute to all stakeholders*	Public Relations Officer (PR)	Quarterly	Human Material	Completion and placed on website
Communications	• *Provide calendar to stakeholders* • *Media relations: keeping the journalists aware of events. collate news items* • *Participate in community activities* • *foster two-way communication – image building* • *Address schools, Clubs and civic groups on activities of PNGSI* • *Revise communications plan and marketing strategy*	PR Officer President Secretary	Annually	Human Material	Articles published in newspapers Attendance at community projects Placed on website
Public and stakeholders kept abreast of PNGSI activities	• *Quarterly newsletter* • *Regular update of PNGSI online web page and social media*	PR Officer Secretary	Annually	Human Material	Increased social media followers

KRA 4 – PHYSICAL RESOURCES

Strategic Objective	Strategies	Responsible	Timeline	Resources	Performance indicator
Ongoing - update the Data base of Equipment, both sport and administrative and what funding is available	• *Do a stock take of all equipment owned by PNGSI* • *Secure PNGOC Equipment grant funding to purchase equipment*	Property Officer	Annually – ongoing	Human Material	Up to date Data Base
Ongoing - update the data base of available training and teaching pool facilities and access availability in PNG	• *Establish a meeting with PNG Sports Foundation* • *Research what pools are available in all provinces* • *Collate and produce a data base on ownership, cost to use, equipment available* • *Once established Promote learn to swim schools in the region*	Property Officer President Vice President Secretary	Annually	Human Material	Established Data Base
Ongoing - Secure a permanent office space for PNGSI Executive purposes at Taurama Aquatic and Indoor Centre (TAIC)	• *Meet with the management of TAIC* • *Sign a rental agreement with TAIC* • *Provide a lockup office space*	President V. President Secretary	12months	Human Material	Signed Lease
Ongoing - Assist with permanent homes for Clubs	• *Meet with management of pool* • *Sign rental agreement with Venue Management* • *Provide a lockup office space*	Executive	When needed	Human	Signed Lease with Club

KRA 5 – HUMAN RESOURCE – COACH, TECHNICAL OFFICIAL, ADMINISTRATOR

Strategic Objective	Strategies	Responsible	Timeline	Resources	Performance indicator
Establish and promote educational **pathways** through 1. OSEP Courses (See KRA 1- Good Governance PNGOC) 2. World Aquatics/BSP Clinics	• *Collate information received from World Aquatics and PNGOC into a document establishing pathways for Volunteers* • *Place on website and in newsletter and email to Clubs*	Chief Tech Officer Treasurer	annually	Human Material Financial	4 courses conducted in the 12 months
Have in place **technical officials Data** base	• *Update data base of all accredited technical officials* • *List accredited Technical officials on the latest World Aquatics list*	(CTO) Secretary	On going	Human Material Financial	updated data base that is a working document
Coach Data base	• *update data base of all World Aquatics accredited coaches* • *Update active coaches coaching in Clubs in PNG and Coaches involved with PNG swimmers overseas*	CTO Secretary Clubs President	On going	Human Material Financial	On an annual basis
Organise **Technical Official Clinic** prior to a competition	*Invite Clubs & schools* *Post in newsletter / web page* *Expert: Organise Hotel, meals, transport* *Organise venue / catering / materials* *Organise banners and promotional material Invite media*	CTO PNGSI Exec	annual	Human Material Financial	-40 participants certified as TOs

Organise **2 OSEP Courses**	*Organise 2 Community Coach & Official (CC&O) and Sport in Community (SiC) OSEP courses* • *Send out invitations to Clubs*	OSEP Educator	2 a year	Human Material Financial	-20 participants certified on completion
Promote and address **World Aquatic Technical List** for 2 Starters and 2 Referees	• *Fill out World Aquatics forms with names of appropriate TOs before the closing date*	CTO Secretary	When requested	Human Material	2 Referees 2 starters
Upskill **administrators**	• *Provide opportunities to upskill and update education through PNGOC programs* • *Seek guidance from PNGOC*	CTO	Annually	Human Material	6
Provide an incentive program to engage volunteers	• *Quarterly appraisal lunches* • *Annual dinner and awards night* • *Provide 'Recognition incentives' for services to the sport* • *Promote administrators / coaches / athletes in the SP Sports Awards program*	PNGSI *Executive*	On a 12 month basis	Human Material Financial	A team of enthusiastic people working together

KRA 6 & 7 – ATHLETE DEVELOPMENT /SPORT ACTIVITY

Strategic Objective	Strategies	Responsible	Timeline	Resource	Performance indicator
Update **BSP Kundu National Aquatic Excellence** Program for the Target Squad in line with FINA Ranking	• *Obtain latest Point Score Ranking* • *Update Aquatic Excellence Squads* • *Send to Clubs* • *Place on registration/nomination forms for National Championships* • *post on PNGSI Web site www.pngsi.org* • *update regularly the squads in the PNGSI Quarterly newsletter*	Registrar Secretary Coach PR	6 months to 12 months	Human Material	Publication of updated squads
Establish **sanctioned calendar of events** for National and International competitions for 2025-2029	*Establish a calendar of events 2025-2029* • **THEODIST NATIONAL Champs** • **OCEANIA Swimming Champs** • **OLYMPIC Games** • **FedEx National SC Championship** • **WORLD AQUATICS Championships (25m)** • **WORLD AQUATIC Championships** • **COMMONWEALTH Games** • **PACIFIC Games** • **COMMONWEALTH Youth Games** • **YOUTH OLYMPIC Games** • *Enquire with Queensland Swimming and Brisbane Swimming of upcoming events open to PNG swimmers* • *Information to be made available to Clubs* • *place on PNGSI Web site www.pngsi.org* • *place in PNGSI Quarterly newsletter*	Registrar secretary Coach	December Of each year	Human Material	

OPEN WATER					
Strategic Objective	**Strategies**	**Responsible**	**Timeline**	**Resource**	**Performance indicator**
Revise and update Open Water Swimming Risk Management policy	• *Update and revise the Open Water check list and safety procedure under World Aquatics Rules and Regulations* • *Put in place procedures to follow in case of an emergency*	Executive	ongoing	Human Material Financial	An Open Water risk policy is publicised
• *Establish and promote an annual Open Water competition*	• *Establish Open Water site* • *Seek approval from Ports PNG* • *Record water temperature* • *Test for impurities & contaminants* • *Establish distance* • *Establish equipment list for the venue and the swimmer* • *Advertise event in the media and on the PNGSI website and social media* • *Provide necessary Open Water education for TOs to officiate* • *chart weather patterns and tides*	*Executive*	*annual*	*Human* *Material* *Financial*	*A competition is conducted yearly*

WATER POLO					
Strategic Objective	**Strategies**	**Responsible**	**Timeline**	**Resource**	**Performance indicator**
Organise World Aquatics Clinic for **water polo**	• *Send out invitations to Clubs and schools* • *Post in newsletter / web page* • *Organise Hotel / meals / transport for expert* • *Organise venue / catering / materials* • *Organise banners and promotional material Invite media*	CTO PNGSI Exec	March 2026	Human Material Financial	- 3 instructors