

# Hockey Queensland Selection Policy



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## HOCKEY QUEENSLAND SELECTION POLICY

This Policy may be amended or supplemented by Hockey Queensland at its discretion, in order to achieve the objectives and specifically, where matters arise which, in the sole opinion of Hockey Queensland have not been provided for in this Policy, or where the literal application of this Policy would not achieve the objectives.

The Hockey Queensland Athlete Development Coordinator in collaboration with the Hockey Queensland High Performance & Pathways (HPP) Committee, ensures compliance of guidelines as set by Hockey Queensland.

### SECTION 1

#### 1.0 OFF-FIELD TEAM

“Off-field Team” (OFT) refers to Coaches, Assistant Coaches, Managers, Physiotherapists and Selectors for all Hockey Queensland State Teams and State Squads. All OFT members, must have a current Blue Card or Exemption Card as per HQ “Blue Card/WWCC Policy”.

#### 1.1 OBJECTIVES

- 1.1.1** Identify the best person for the job to contribute to an environment for the Athletes that is developmental, motivational and disciplined.
  - 1.1.2** Complete the appointment process for U14 – U18 age groups within two months of the age group National Championships to enable the selected personnel sufficient preparation time, and for coaches to plan programs and consult with Selectors/Coaches of U21/National Senior Competitions and the Athlete Development Coordinator regarding such programs.
- \* Footnote: This timing allows successful applicants sufficient time to manage work and leave arrangements.*
- 1.1.3** Allow the Coach to have input into the appointment of other team officials, i.e. Manager, Physiotherapist and Assistant Coach, where appropriate and applicable, and finalise appointments a minimum of six (6) weeks prior to the championship.
  - 1.1.4** The Hockey Queensland *TeamQLD* culture and behavioural standards are to be upheld and promoted.

#### 1.2 PROCESS

Hockey Queensland advertises for applicants for all positions through the following methods of advertising:

- Club/Association e-mail
- Direct e-mail to all incumbent Team Officials
- Direct e-mail to targeted others
- Hockey Queensland Website and Socials

All Coaching and Selecting appointments will be made by the High Performance & Pathways (HPP) Committee and all applicants will be notified by email and the decision by the HPP Committee is final.

All appointments will be published on the HQ website.

### 1.3 OFF FIELD TEAM FOR EACH STATE TEAM

The composition of any off-field team is specific to each State Team level. Refer to Hockey Queensland “Financial Assistance Policy”.

Where circumstances arise that extra OFT members are desired by the State Team Coach, then an application must be made in writing to the Athlete Development Coordinator, who will refer the matter to the HPP Committee for consideration. Such an application must address the roles of the off-field staff, why extra personnel are required and how this person will be funded.

### 1.4 ELIGIBILITY OF OFFICIALS

- 1.4.1** It is preferred\* that no person is eligible to be appointed to be State Coach for a State Squad or State Team, if he or she has a family member (i.e. husband, wife, de facto, father, mother, brother, sister, son or daughter, nephew, niece, cousin), who is standing for selection in that State Squad or State Team, or if by reason of his or her relationship with a prospective member of the State Squad or State Team would be reasonably considered to be other than impartial.

*\* Note: While it is preferred, HQ endeavours to appoint the most qualified/suitable candidate and acknowledges it is not always possible to appoint an official that is totally impartial and adopts processes to mitigate against any relationship concerns.*

- 1.4.2** HQ Officials who breach HQ's Code of Conduct, *TeamQLD* behaviours, Member Protection Policy or bring HQ's image or reputation into disrepute in any way, either while in their official capacity or at any hockey venue, may be removed from their position and will be ineligible for reappointment for a minimum of one year or as determined by Hockey Queensland.

### 1.5 GENERAL

The appointment of the Coach and Selectors for U14 through to Senior National Competitions is to be contracted for a one year period with an additional year option with approval by the HPP Committee.

## 2.0 ATHLETES

“Athletes” applies to all Athletes in the affiliated Hockey Queensland competitions.

### 2.1 OBJECTIVES

- 2.1.1** To select the best possible squads and teams out of the Athletes available.

Hockey Queensland’s philosophy is that no athlete should participate in more than two National Championships in a calendar year. This is consistent with Hockey Australia’s directive and ensures Hockey Queensland retains as many athletes in the system as possible and takes into consideration the athlete’s welfare, participation in the school system and financial implications. Therefore, it is recommended that Under 18 athletes will only be permitted to play in a maximum of two of the following Championships in a calendar year: Under 18 Nationals, Under 21 Nationals and National Senior Competitions. Hockey Queensland will support the athlete’s decision. It is strongly recommended that a player NOT play in more than one (1) Junior National Championships (U14 – U18) in the same year (not including Indoor or School Hockey).

- 2.1.2** To identify athletes with potential to participate in National Championships and the National Senior Competitions and to assist those athletes achieve that participation.

**2.1.3** To identify athletes with potential to play for Australia.

## **2.2 PROCESS**

### **2.2.1 UNDERAGE STATE TEAMS (Under 14, Under 16, Under 18)**

Queensland Under 14, Under 16 and Under 18 (Girls and Boys) Teams will be selected (2 teams of up to 18 Athletes and at least 8 shadow Athletes shall be named) from the relevant State Championships and any other identified selection events leading up to the respective National Championships (e.g. HQ organised trials and any other identified camps, intercity competitions that would assist each teams selections to be finalised).

Appointed selectors will watch games and players across all divisions and teams, at the relevant selection event (i.e. State Championships, state team trials).

Hockey Queensland will endeavour to announce team/squad selections by Midday on the second business day following the selection event however, reserves the right to delay announcements when required.

### **2.2.2 Under 21, QLD COUNTRY, BLAZE (NATIONAL SENIOR COMPETITIONS) SQUADS AND STATE TEAMS**

Senior Queensland/Brisbane Blaze Teams and Squads will be selected from the key selection events.

Hockey Queensland will endeavour to announce team/squad selections by Midday on the second business day following the selection event however, reserves the right to delay announcements when required.

## **2.3 CRITERIA**

All Queensland Athletes who are members of a National Squad for a specific age group will be automatic selections in the State Squad for that age group. National Squad membership does not mean automatic State Team selection.

Remaining State Squad or State Team places will be filled by Athletes who have been identified to have ability & possess traits that have been identified below:

- Performance at nominated events (within the 12 months prior)
- Past playing record
- Fitness and athletic ability
- Technical competence – individual skills relative to hockey
- “Tactical nous” – tactical ability relative to hockey
- Set play skills
- Psycho-social perspective
- Flexibility/Versatility
- Individual application in training and competition
- Team/Squad orientation – ability to fit in
- Potential to improve in the above areas

## **2.4 ELIGIBILITY**

### **2.4.1 UNDERAGE STATE TEAMS (Under 14, Under 16, Under 18)**

To be eligible for selection in an underage QLD state team or squad, athletes must first meet the eligibility requirements of the QLD State Championships:



**Under 14**

- Players must be turning 12 - and no older than 14 – during the year of the National Championships.
- Players must be primary registered to play hockey in Queensland.
- Players must be financial (i.e. has no outstanding debts) with Hockey Australia and Hockey Queensland.
- Players must participate at the relevant State Championships or trial event, unless an exemption request has been accepted by HQ.

**Under 16**

- Players must be turning 14 - and no older than 16 – during the year of the National Championships.
- Players must be primary registered to play hockey in Queensland.
- Players must be financial (i.e. has no outstanding debts) with Hockey Australia and Hockey Queensland.
- Players must participate at the relevant State Championships or trial event, unless an exemption request has been accepted by HQ.

**Under 18**

- Players must be turning 15 - and no older than 18 – during the year of the National Championships.
- Players must be primary registered to play hockey in Queensland.
- Players must be financial (i.e. has no outstanding debts) with Hockey Australia and Hockey Queensland.
- Players must participate at the relevant State Championships or trial event, unless an exemption request has been accepted by HQ.

**2.4.2 QLD COUNTRY**

To be eligible for selection in a QLD Country team or squad, athletes must first meet the eligibility requirements set by Hockey Queensland, in conjunction with Hockey Australia's Men's and Women's Country Selection Policy:

- Players must NOT reside in the Brisbane City Council area.
- Players must NOT play in a Brisbane competition – BWA and BHA competitions – regardless of where a player resides.
- Players must be turning at least 18 during the year of the National Country Championships.
- Players must be primary registered to play hockey in Queensland.
- Players must be financial (i.e. has no outstanding debts) with Hockey Australia and Hockey Queensland.
- Players must participate at the relevant State Championships or trial event, unless an exemption request has been accepted by HQ.

**2.5 GENERAL**

All members of the State Squad or selected Team must continue to perform at National Senior Competitions, Australian Championships, Regional Competitions, Trials, Club Fixtures, Camps and Training Sessions, as is relevant for their age group.

## 2.6 REPLACEMENT OF SELECTED ATHLETES

Athletes may be replaced for the following reasons from relevant State Squads or State Teams:

- a) Injury or Illness
- b) Loss of Form
- c) Discipline
- d) Breach of Anti-Doping Policy
- e) Ineligibility

In all cases, a written report will be immediately submitted to Hockey Queensland explaining in detail the background of the circumstance and the action taken.

If a player is to be replaced, the Selectors go through the process of selecting a replacement player from the list of shadows named. Once the shadow list is exhausted, the Selectors will convene to select the next most appropriate players. It is expected that before a decision to replace a player is made, the Chairperson of Selectors will have sought counsel from the relevant Hockey Queensland representative.

If recalling a player who has been released to another state, please refer to “Queenslanders Playing Interstate Policy”.

Hockey Queensland will advise the respective Athletes in writing of their exclusion from the State Squad or Team, and the reasons for such, prior to their replacement.

### 2.6.1 INJURY OR ILLNESS

Athletes who are injured or sick may be assessed by a doctor nominated or agreed to by Hockey Queensland, who assesses the player, in conjunction with the High Performance Coach, the State Team Coach and Athlete Development Coordinator. A medical certificate should accompany the withdrawal notice.

### 2.6.2 LOSS OF FORM OR DISCIPLINARY REASONS

Athletes, who for reasons of discipline or loss of form are being considered to be replaced, will be counselled by the relevant State Coach to give them the opportunity to rectify the situation. A mutually agreed time will be set by the State Coach and player/s and, at the end of that time, the situation will be reassessed. Any such discussion with under-age players will include a parent or guardian.

A breach of discipline will also include a player’s failure to observe any relevant Hockey Queensland policy or failure to observe the Hockey Queensland Player Agreement.

### 2.6.3 BREACH OF ANTI-DOPING POLICY

Athletes who breach Hockey Queensland’s Anti-Doping Policy\* are automatically removed from the relevant State Squad or State Team and will be replaced.

*\*Note: The process undertaken to determine the breach is found in the Code of Conduct and Member Protection Policy and is separate to this document. Hockey Queensland is bound by the ASADA rules and as such are required to inform ASADA of any suspected breaches.*

### 2.6.4 INELIGIBILITY

Athletes who are deemed ineligible, or become ineligible for the State Team or State Squad are automatically removed and will be replaced.

## 2.7 OVERRIDING FACTORS

### 2.7.1 MISADVENTURE/EXTENUATING CIRCUMSTANCES

In considering the performance of athletes at championships, trials, training camps or other attendances required under this policy, the Hockey Queensland may, at their discretion, give weight to extenuating factors.

Athletes who are unable to compete at Championships, Trials, Training Camps or other attendances required under this policy, who wish to be considered for selection, must advise the Hockey Queensland by submitting an Exemption Form Request – prior to the commencement of the respective event – providing the reasons therefore. For any submitted exemption the Primary Association may be contacted to provide comment on the reason why the player will not be representing their Association at the tournament.

Exemption requests will first be assessed internally by HQ, following which the combined collated information, regarding those deemed eligible to be considered for selection, will be passed onto the relevant Chairperson of Selectors before the commencement of the Tournaments, Trials, Training Camps or other attendances required under this policy.

In the case of illness or injury, athletes may be required to undergo a medical examination by a doctor or doctors nominated by Hockey QLD.

In the case of bereavement, travel delays or other extenuating circumstances, Hockey Queensland on an individual basis will make a decision.

### 2.7.2 ADDITION TO STATE SQUAD OR STATE TEAM

The Selection Panel may, in its absolute discretion, add athletes to the relevant State Squad or State Team at any stage, subject to those athletes satisfying the relevant selection criteria and eligibility requirements.

### 2.7.3 REMOVAL OF A PLAYER FROM STATE SQUAD OR STATE TEAM

The Selection Panel may, in its absolute discretion, remove athletes from the relevant State Squad or State Team at any stage, subject to criteria outlined in 2.6. No appeals will be accepted by HQ.

## 3.0 TEAM SELECTION PANELS

### 3.1 GENERAL

The Selection Panel appointed by the High Performance and Pathways Committee (HPP Committee) is responsible for the selection of all State Squads, and State Teams and Shadow Players for the specific age groups. Where a State Squad is being selected for the following year, the Selection Panel shall reassess the Squad at a later date prior to the trials.

The maximum number of consecutive appointments in the same position and age group shall be limited to six (6) years, where possible and appropriate.

### 3.2 CONVENOR

Each Selection Panel must have a Chairperson who will act as the conduit for information between the Selection Panel and Hockey Queensland.



The Chairperson of Selectors will be appointed by the HPP Committee.

### **3.3 ELIGIBILITY OF SELECTORS**

It is preferred that no person should be appointed to the Selection Panel for a State Squad or State Team if he or she has a family member (i.e. husband, wife, de-facto partner, father, mother, brother, sister, son, daughter, niece, nephew, cousin), who is standing for Selection in that State Squad or State Team, or if by reason of his or her relationship with a prospective member of the State Squad or State Team would be reasonably considered to be other than impartial.

The Athlete Development Coordinator and/or High Performance Coordinator can recommend to the HPP Committee that this rule be overridden in exceptional circumstances where it is the opinion that no bias is likely. Such a recommendation is at the discretion of the HPP Committee.

If in the event of a person being appointed to a Selection Panel where a family member may be involved, the said Selector shall not be involved in any discussions or voting, as it relates to the selection of that player.

### **3.4 SELECTION PANEL STRUCTURE**

The following are the panels for each selection group. Each panel is comprised of 3-5 members unless otherwise stated.

#### **3.4.1 Brisbane Blaze Selection Panel**

1x Appointed Chairperson  
Blaze Head Coach  
HQ High Performance Coach  
Appointed Independent Selector/s

#### **3.4.2 Under 21 Selection Panel**

1x Appointed Chairperson  
HQ High Performance Manager/Coach  
State Team Coach  
Additional Appointed Independent Selector/s

#### **3.4.3 Under 18 Selection Panel**

1x Appointed Chairperson  
HQ High Performance Manager/Coach  
State Team Coach/es  
Additional Appointed Independent Selector/s

#### **3.4.4 Under 16 Selection Panel**

1x Appointed Chairperson  
State Team Coach/es  
Additional Appointed Independent Selector/s

#### **3.4.5 Under 14 Selection Panel**

1x Appointed Chairperson State Team Coach/es  
Additional Appointed Independent Selector/s

#### **3.4.6 Country Selection Panel**

1x Appointed Chairperson  
 Country Team Coach  
 Additional Appointed Independent Selector/s

*\* NOTES for 3.4:*

*Employees of Hockey Queensland shall be ineligible to nominate as an independent for any selection panel unless prior approval by the Board has been granted.*

*State Selectors shall not hold any other role at the respective Championship they attend as a Selector, unless otherwise approved by Hockey Queensland*

*The HQ High Performance Coach may not be the Chairperson of Selectors of the selection panel as noted, but shall have voting rights.*

### **3.5 PLAYER FEEDBACK**

*Note: Feedback will NOT be provided to Athletes after **State Championships** due to the large number of athletes participating. The regional team coach, Regional Coaching Director (RCD) or Development Officer (RDO), are best placed to provide feedback on performance from State Championships.*

#### **3.5.1 SELECTORS FEEDBACK TO PLAYERS**

HQ Selectors will be available to supply feedback upon request to non-selected Athletes from **Queensland Trials (not State Championship events)**.

Where trials are required for the U14 age group, player feedback from Selectors will not be provided. HQ promotes a low pressure, development environment for U14 players and supports players to seek feedback from their RCD/DO and club coach/es throughout the season.

The feedback requests must be in writing and come through the RCD/RDO (or Association Secretary in the absence of a RCD/DO) and will be directed to the Athlete Development Coordinator no sooner than three (3) days and within two (2) weeks of the announcement of the team/s. The Athlete Development Coordinator will forward the request onto the Chairperson of Selectors who will gather feedback from the Selection Panel members on a Hockey Queensland feedback template. This feedback template will then be given to the relevant RCD/RDO (or Association Secretary) who will forward the information to the player/parent.

#### **3.5.2 QUEENSLAND COACHES FEEDBACK TO PLAYERS**

Queensland Coaches will supply feedback in the form of Individual Player Reports on a HQ feedback template within four (4) weeks of the completion of the National Championships. These player reports will be sent to Association Coaching Coordinator/Director or Association Secretary, who will distribute and/or discuss with individuals within their respective association.

*\*Note: All State Coach Individual Player Reports are sent to the Athlete Development Coordinator. The RCD/RDO's are encouraged to meet with underage players and their parents to discuss the report.*

## SECTION 2 - WOMEN'S MASTERS

The Women's Masters Committee (WMC) ensures compliance with Hockey Queensland guidelines.

*Sections 1 and 2 of this Selection Policy* apply to the appointment of officials and selection of players for Queensland Women's Masters Teams.

### HQ WOMEN'S MASTERS RATIFYING PANEL

This Panel includes the HQ Hockey Community Manager, WMC Chair, or Contingent Coordinator and a WMC Representative responsible for Player Surveys.

If any person holding any of the listed positions above is nominating for a position to be decided upon by the panel, they will be excluded from any discussions and decisions regarding this particular position.

The Panel's role is to ensure the Selection Policy has been followed and ratifies officials' appointments and player selections.

#### 1.0 OFFICIALS

All Women's Masters appointments will be made by the WMC Ratifying Panel.

The appointment process for Women's Masters shall be completed no later than January each year to enable the selected personnel sufficient preparation time, and for coaches to plan programs and consult with the Athlete Development Coordinator regarding such programs.

Women's Masters Officials do not require a Blue Card/WWCC.

All applicants will be notified by email and the decision is final.

Refer to *Women's Masters Policy* for further information.

#### 2.0 ATHLETES

Queensland Women's Masters' teams in the various age groups (i.e. Over 35, 40, 45, 50, 55, 60, 65 and 70) will be selected from the relevant State Championships and/or State Trials as determined by the HQWMC.

The Women's Masters Selection Panel will select fifteen (15) eligible players per team, including one goal keeper, and a maximum of seven (7) suitable shadows.

Up to sixteen (16) players, including one or two goal keepers, may be selected.

Women's Masters Player Clearances and recalling players are coordinated through the Women's Masters Player Clearance Coordinator and approved by the WMC and HQ as detailed in *Women's Masters Policy*. Players may be recalled up to two (2) weeks prior to the Australian Championships.

WMC will coordinate Injury Identification Assessments at least four (4) weeks prior to the National Championships and players unable to meet requirements will need to provide a medical clearance proving their ability to meet the demands of playing the HA Championships to retain their selection.

Exemption from the full selection process is given to Women's Masters Players who:

- are attending a concurrent event as a Hockey Queensland or Hockey Australia representative or
- are in a Masters World Cup year in which the World Cup is not hosted in the Oceania Federation or
- have been selected and represented, or will represent, Australia at the World Cup.

Exemption may, at the discretion of the Selection Panel, be given to players who provide a medical certificate and/or players seeking exemption relating to a bereavement.

Refer to Hockey Queensland's *Women's Masters Policy* for further information.

### **3.0 TEAM SELECTION PANELS**

#### **3.1 SELECTION PANEL STRUCTURE**

The Selection will be by a panel of 3 - 8 members including a Chair who will be appointed by the HQ Women's Masters Ratifying Panel.

The Selection Panel is responsible for the selection of all State Squads and State Teams and Shadow Players for the specific age group.

Refer to Hockey Queensland *Women's Masters Policy* for further information.

#### **3.2 QUEENSLAND COACHES FEEDBACK TO PLAYERS**

Where trials are held for Women's Masters, no feedback will be provided by Selectors.

Queensland Coaches, within 14 days of the National Championships, must provide feedback on the performance of individual, using the template provided by HQWMC. This is extremely confidential and is only seen by the HQ Athlete Development Coordinator, and the selectors for the next year's Championships. The report is used at the State Championships in the selection of state teams.

Coaches are encouraged to provide oral and/or written feedback to players.

## SECTION 3 - INDOOR HOCKEY

The Hockey Queensland Indoor Committee (HQIC) ensures compliance with guidelines as set by the Hockey Queensland.

*Sections 1 and 3 of this Selection Policy* apply to the appointment of officials and selection of players for Queensland Indoor Hockey Teams.

### HQ INDOOR RATIFYING PANEL

This Panel includes the Manager Education & Pathways, Athlete Development Coordinator, and the Chair of the HQIC.

The Panel's role is to ensure the Selection Policy has been followed and ratifies officials' appointments and player selections.

#### 1.0 OFFICIALS

All Indoor Hockey official appointments will be made by the HQ Indoor Ratifying Panel, following recommendations from the HQIC.

All applicants will be notified by email and the decision by the HQ Indoor Ratifying Panel will be final.

The appointment process for Indoor Hockey must be completed no later than June each year to enable the selected personnel sufficient preparation time, and for coaches to plan programs and consult with the Athlete Development Coordinator regarding such programs.

#### 2.0 ATHLETES

##### 2.1 SELECTION PROCESS

Queensland Indoor teams in the various age groups (i.e. Open, U21, U18, U16 and U14) will be selected from the relevant State Titles, Team Challenge or State Trials as determined by the HQIC.

A team of up to twelve (12) Athletes plus up to ten (10) shadows may be selected and be announced on the HQ Website by Midday on the third day of business following the conclusion of the selection event.

##### 2.2 ELIGIBILITY

To be eligible for selection in an underage QLD Indoor state team or squad, athletes must first meet the eligibility requirements of the QLD State Championships:

##### Under 14

- Players must be aged between 11 and 14 on 31 December during the period in which the Indoor National Championships are being held.
- Players must be primary registered to play hockey in Queensland.
- Players must be financial (i.e. has no outstanding debts) with Hockey Australia and Hockey Queensland.

##### Under 16

- Players must be aged between 14 and 16 on 31 December during the period in which the Indoor National Championships are being held.
- Players must be primary registered to play hockey in Queensland.

- Players must be financial (i.e. has no outstanding debts) with Hockey Australia and Hockey Queensland.

#### **Under 18**

- Players must be aged between 15 and 18 on 31 December during the period in which the Indoor National Championships are being held.
- Players must be primary registered to play hockey in Queensland.
- Players must be financial (i.e. has no outstanding debts) with Hockey Australia and Hockey Queensland.

#### **Under 21**

- Players must be aged between 17 and 21 on 31 December during the period in which the Indoor National Championships are being held.
- Players must be primary registered to play hockey in Queensland.
- Players must be financial (i.e. has no outstanding debts) with Hockey Australia and Hockey Queensland.

#### **Open**

- Players must be aged 18 or over on 31 December during the period in which the Indoor National Championships are being held.
- Players must be primary registered to play hockey in Queensland.
- Players must be financial (i.e. has no outstanding debts) with Hockey Australia and Hockey Queensland.

Players wishing to be considered for QLD team or squad selection must participate at the relevant State Championships or trial event, unless an exemption request has been accepted by HQ.

### **3.0 TEAM SELECTION PANELS**

The Selection Panel appointed by the HQ Indoor Ratifying Panel is responsible for the selection of all State Squads and State Teams and Shadow Players for the specific age group. Where a State Squad is being selected for the following year, the Selection Panel shall reassess the Squad at a later date prior to the trials.

#### **Indoor Panel (Open, U21, U18, U16 & U14 State Championships)**

At least two (2) selectors, comprised of State Team coach/es and independent selector/s.

### **3.1 PLAYER FEEDBACK**

*Note: Feedback will not be provided to Athletes after Indoor State Championship events due to the large number of athletes participating. The regional team coach, Regional Coaching Director (RCD) or Development Officer (RDO) are best placed to provide feedback on performance from State Competitions.*

### **3.2 QUEENSLAND COACHES FEEDBACK TO PLAYERS**

Queensland Coaches will supply feedback in the form of Individual Player Reports on a HQ feedback template within four (4) weeks of the completion of the National Championships. These player reports will be sent to Association Coaching Coordinator/Director or Association Secretary, who will share with individuals within their association.

*\*Note: All State Coach Individual Player Reports are sent to the Athlete Development Coordinator.*



*The RCD/RDO's are encouraged to meet with underage players and their parents to discuss the report.*

~END~