

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 Advisory Group (HPAG), ensures compliance of guidelines as set by Hockey Queensland.

SECTION 1

1.0 OFFICIALS

“Official” applies to Coaches, Assistant Coaches, Managers, Physiotherapists and Selectors for all Hockey Queensland State Teams and State Squads. All Officials, 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 educational, motivational and disciplined.
- 1.1.2 Complete the appointment process for U13 – 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, e.g. Manager, Physiotherapist and Assistant Coach, if 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 Coaches, Managers & Selectors
- Direct e-mail to targeted others
- Hockey Queensland Website

All Coaching and Selecting appointments will be made by the HPAG and all applicants will be notified by email and the decision by the HPAG is final.

All appointments will be placed on the HQ website.

1.3 OFF FIELD STAFF FOR EACH STATE TEAM

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

Where circumstances arise that extra staff 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 HPAG for discussion. 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), 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 the HQ Board.

1.5 GENERAL

The appointment of the Coach and Selectors for U13 through to Senior National Competitions is to be contracted for a one year period with an additional year option with approval by the HPAG.

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, 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 (U13 – U15) 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.
- 2.1.4** To achieve the KPI's as stated in the HQ High Performance Strategic Plan.

2.2 PROCESS

2.2.1 UNDERAGE STATE TEAMS (U13, U15)

Queensland U13 and U15 (Girls and Boys) Teams will be selected (2 teams of up to 18 Athletes and a total of 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). Teams and/or squads will be announced on the HQ website at 9am on the second business day after the conclusion of the Championship/event.

2.2.2 U18, U21, COUNTRY, SENIOR (NATIONAL SENIOR COMPETITIONS) STATE SQUADS AND STATE TEAMS

Queensland Teams and Squads will be selected from the key state selection events.

Team announcements will be on the HQ website at 9am on the second business day after the conclusion of the Championship, or the trials as applicable.

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 automatically mean 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 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.

2.5 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 the Athlete Development Coordinator 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 Athlete Development Coordinator.

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.

2.5.1 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.

2.5.2 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.

2.5.3 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.*

2.5.4 INELIGIBILITY

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

2.6 OVERRIDING FACTORS

2.6.1 MISADVENTURE/EXTENUATING CIRCUMSTANCES

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

Athletes unable to compete at Championships Trials, Training Camps or other attendances required under this policy, must advise the HQ office on the Exemption form of this fact and the reasons therefore which 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, the Selection Panel on an individual basis will make a decision.

2.6.2 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.

2.6.3 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 2.5. No appeals will be accepted by HQ.

3.0 TEAM SELECTION PANELS

3.1 GENERAL

The Selection Panel appointed by the HPAG 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.

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 HPAG.

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 or daughter), 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 can recommend to the HPAG that this rule be overridden in exceptional circumstances where the Athlete Development Coordinator is of the opinion that no bias is likely. Such a recommendation is at the discretion of the HPAG.

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 discussions or voting, regarding 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 Open Panel (Selects National Senior Competitions Squad/Team, Under 21 Squad/Team and Country Team)

1 X Appointed Chair
National Senior Competitions Coach
HQ High Performance Coach
Under 21 Coach

* For Country Team selection the Country Team Coach becomes a Selector but only in relation to the Country Team selections.

3.4.2 Under 18 Panel

2 Independents (1 Appointed Chair)
HQ High Performance Coach
State Team Coach

3.4.3 Under 15 Panel

2 Independents (1 Appointed Chair)
2 x State Team Coaches

3.4.4 Under 13 Panel

2 Independents (1 Appointed Chair)
2 x State Team Coaches

*** 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.

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: It is not possible for Selectors to provide feedback to Athletes after **State Championships** due to the large number of athletes participating. The regional 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**.

Where trials are required for the U13 age group, player feedback from Selectors will not be provided. HQ promotes a low pressure, development environment for U13 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 HQ 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 two (2) weeks of the completion of the National Championships. These player reports will be passed directly onto the U13, U15, U18, U21, Country and National Senior Competitions athletes* (this process does not apply to QAS/AIS program athletes) and the relevant RCD's/RDO's will be copied in.

**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 - 7 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 Indoor Hockey Advisory Group (IHAG) 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 Hockey Operations, Athlete Development Coordinator, the Chair and one Member of the Indoor Hockey Advisory Group (IHAG).

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 appointments will be made by the HQ Indoor Ratifying Panel.

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

Queensland Indoor teams in the various age groups (i.e. Open, U21, U18, U15 and U13) will be selected from the relevant State Titles, Team Challenge or State Trials as determined by the HQ IHAG.

A team of up to twelve (12) Athletes plus six (6) shadows may be selected and be announced on the HQ Website at 9am on the second day of business following the conclusion of the selection event.

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, U15 & U13 Invitational)

2 independents (1 Appointed Chair)

State Team Coach

3.1 PLAYER FEEDBACK

Note: It is not possible for Selectors to provide feedback to Athletes after Indoor State Competitions due to the large number of athletes participating. The regional 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 two (2) weeks of the completion of the National Championships. These player reports will be passed directly onto the Indoor Hockey athletes* and the relevant RCD's/RDO's will be copied in.

**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~