

## **Australian Selection policy placed on the HA/HAMC Website**

**Updated July 2022**

### **Our Objective**

**To have the best available players to represent us in international competitions.**

This is not always as simple or obvious. In most competitions we are competing across a number of age groups (Trans-Tasman for example) our selections increasingly must take into consideration balancing the strength over a number of age divisions.

### **Policy**

#### **Australian Masters Team Selection Policy.**

- 1. Introduction**
  - 1.1. Application**
  - 1.2. Responsibility**
  - 1.3. Purpose and operational guidelines**
  - 1.4. Application of the policy and process**
  - 1.5. Definitions**
  - 1.6. Preamble**
  - 1.7. Selection objectives**
  - 1.8. Situations outside of selection policy**
- 2. Selection Panel Appointments**
- 3. Confidentiality Requirements**
- 4. Player Eligibility**
- 5. Selection Nominations**
- 6. Criteria**
- 7. Selectors Process**
  - 7.1. Extenuating Factors**
- 8. Team Selection**
- 9. Approval and Announcement of Australian teams and Shadows**
- 10. Replacement of Selected Players**

## **1. INTRODUCTION**

### **1.1. Application**

The selection policy, process and procedures outlined in this document apply to all field hockey players competing at the Hockey Australia National Championships or specifically sanctioned events for the purpose of selecting teams.

### **1.2. Responsibility**

1.2.1. The Hockey Australia Mens Operating Group (MOG) is responsible for overseeing the application of the selection policy and due process.

1.2.2 Prior to the review of any position, members of the MOG who have a declared interest in a specific age group will be excluded from discussions or appointment process of that age group.

1.2.3. It should be always noted that the MOG is responsible for overall compliance by coaches, managers, off field staff, selectors, and players.

1.2.4. The MOG, will endorse final team selections, and may impose restrictions or exclusions as warranted.

1.2.4 All selected Teams must be ratified by Hockey Australia.

### **1.3. Purpose of the selection policy and operational guidelines document**

The purpose of this document is to clearly outline the policy, operational process and procedures that apply to the selection of hockey players to participate in a specific event. These players could be selected for any of the different age group squads or teams.

### **1.4. Application of the policy and process**

Consistent and conscientious application of the policy, operational process, and procedures outlined in this document will help ensure the following:

1.4.1. Transparency for all stakeholders who are involved in the selection process

1.4.2. Improved communication and understanding between stakeholders

1.4.3. Improved planning and execution associated with all aspects of selection

1.4.4. Flexibility to respond to selection situations in a fair manner.

### **1.5. Definitions**

1.5.1. The word 'selection' refers to the process that is undertaken and the procedures that are followed within the constraints of the policies outlined in this document, which allow HAMC to identify a limited number of individual players, capable of performing to a certain standard, and capable of performing in the team-based environment of hockey both in Australia and internationally.

1.5.2. The word 'best' is often used with respect to selection – for example 'the best player'. Please be aware that in this example the word 'best' is subjective estimation of the worth of a player, against a set of criteria that relate specifically to hockey. It may also relate to a player's ability to undertake or fulfill a specific role in a team environment, or to perform to a specific standard, at a specific hockey event.

1.5.3. "Selection Event" refers to all games during the National Championship observed by a member of the selection panel, which can be utilized for the purpose of making an informed selection decision.

1.5.4 Age groups will be in the following: 35's; 40's; 45's; 50's; 55's; 60's; 65's;70's, 75's and 80's (when sufficient numbers warrant selection).

## **1.6. Preamble**

1.6.1. Hockey is a complex, multi-faceted game, with a variable game environment which impacts on performance. Although the type of attributes that affect performance can be defined (as selection criteria), it is impossible to objectively define a set 'standard' for these criteria, relative to successfully performing in a specific event. Consequently, the process of selection requires a selector to subjectively weigh up, assess, and define what they believe the standard of an individual player is, against the criteria. This is a subjective decision tempered by the experience and expertise of the selector.

1.6.2. Consequently, subjectivity will always remain an unavoidable element of selection. However, the processes and procedures outlined in this document aim to help overcome any of the more undesirable elements of subjectivity in selection, such as bias, prejudice or lack of expertise. Many layers of procedure have been identified to ensure that the negative impact of these elements will have been counteracted prior to a final selection decision being made.

## **1.7. Selection Objectives**

1.7.1. The primary selection objective is to select the best available players.

1.7.2 To select the best available players keeping in mind the overall winning requirements of specific tournaments that may require some adjustments between the age groups.

## **1.8. Situations outside of Selection Policy**

Situations outside of this selection policy are to be on application. Any requests for exemptions outside this policy can only be approved by the MOG.

## **2. SELECTION PANEL APPOINTMENTS**

2.1 Nominations for selectors will be via the HAMC website. Dates will be advised via the HA website, online forums, and State delegates. Applicants will be reviewed by MOG in conjunction with input from the State delegates. Confirmation of appointments will be made at the latest 14 days from the tournament commencement. MOG reserves the right to suggest selectors to the panel.

2.2 It is preferable that each state can nominate one selector for each age group but at the least a requirement for one selector for every two teams nominated for the National championships.

2.3 MOG will appoint a Chair for each selection panel. from the nominations received.

2.4. For the purpose of selection, the Australian coaches are automatically part of the selection panel and have a vote on that panel. Each member has one vote. Playing coaches will be excluded from the selection process.

2.5 Selectors will be required to sign the current SELECTORS Procedure and forward with their nomination (scan and email) prior by the requested date.

2.51 Selectors must be present at the championships during the appropriate age divisions playing schedule, as well as being available for the selectors meeting of that age group. Refer to nomination form for each age group specific dates. Participation via video link may be considered if travel restrictions apply.

2.6. When necessary, the Chairman will have the final approval on team selection with any dispute referred to the MOG chair.

### **3. CONFIDENTIALITY REQUIREMENTS**

**3.1.** All members of a selection panel will be required to sign the HAMC Confidentiality Agreement contained within the Selectors Procedure.

**3.2.** Selectors and coaches will not discuss selection matters outside official selection meetings, without the express permission of the National program coordinator. Contravention of the Confidentiality Agreement will lead to removal from the selection panel.

### **4. PLAYER ELIGIBILITY**

#### **4.1. Australian Team Eligibility**

To be eligible for selection in an Australian Master's team, the following conditions apply:

4.1.1. The player must be a financial registered member of Hockey Australia.

4.1.2. Must play at the relevant National Championship or officially sanctioned event at which selection of these teams will occur.

4.1.3. A player who is not able to attend the National Championships or sanctioned event may by applying to the MOG executive ([via the nomination web site](#)) and proving to their satisfaction extenuating circumstances, may then be considered by the selectors for inclusion in the Australian team's reserve (Shadow) list.

4.1.4. Players must comply with any rules of eligibility applied by MOG and/or Hockey Australia and relating specifically the tournament or event that they are being selected for – ie. gender, age restrictions, performance, or specific skill parameters.

### **5. SELECTION NOMINATIONS**

5.1.1 Players must have registered via the Online nomination process which closes on the Sunday (this year Sunday 18<sup>th</sup> September) prior to the commencement of the tournament. The nomination fee must be received via online deposit at the same time as the nomination is completed. Proof of nomination will be in the form of the players receipt generated on nomination.

5.1.2 Appeals for late inclusion must be via the National Program MOG chair for adjudication by the MOG.

### **6. CRITERIA**

**6.1.** Performance at the current National Masters championships or sanctioned event.

#### **6.1.2**

Written feedback from Coach and Manager reviews on previous Australian Team Campaigns. This can include both on and off field matters.

**6.2** Technical Competence – core skills include receiving, possessing, hitting, pushing, dribbling, tackling, intercepting, overheads, marking, leading, eliminating, goal shooting, and set plays (penalty corners/strokes/goalkeeping).

**6.3** 'Tactical Nous' - Tactical Ability – includes reading the play, involvement in the game, on-field decision making and positional flexibility. Ability to apply and utilize information provided by coaching staff and related to team or individual performance.

**6.4.** Coachability: Potential to Improve – present performance level relative to past performances.

**6.5 Competitive Ability** – mental toughness, strength, temperament, determination, commitment, performing in adverse conditions, coping with setbacks/criticism and persistence.

**6.6 Attitude** – individual application in training and competition. Attendance, availability and ability to rehabilitate from injury.

**6.7 Team/Squad Orientation** – an individual’s ability within a team sport, to ‘fit in’ and influence the squad/team in a positive manner.

**6.8 Communication** – the ability of the player to communicate positively with staff and be open to accept suggestions from coaching staff regarding performance improvement. Players should be able to verbalize concerns regarding coaching and team issues in a calm, mature and non-emotive manner to allow for positive discussion to resolve problems.

## **7. SELECTORS PROCESS**

Selectors face a difficult role in our National Championships. There will always be players who are unhappy with decisions. In a large number of cases, you will not be aware of how a player has performed whilst away on tour. Some players perform well in a State team environment but struggle overseas.

Selectors must be aware and available to observe players that are playing in a lower age group than the age group nominated in. This is especially relevant with the differing start and finishing times of the lower age groups.

The chairman will be responsible to ensure that the selectors speak to as many State coaches as possible for feedback on their respective players. Whilst not specifically identifying nominated players, local information from the coach could assist selectors in determining appropriate players.

Non-Playing Coach’s will participate as a selector with a vote in the final team.

A MOG representative will oversee the process and can facilitate inter age group considerations and generally advise selectors on the implementation of the Selection policy but not players specific issues.

**Selectors must have an operational mobile phone and be able to access their emails during the championship.**

### Expectations

1. To have read and have understood the 2022 Player selection Policy. This is available on the HA web site in the Masters Policy sub section.
2. Attend as many of the games as possible. It is inappropriate to be evaluating players based on the observations of others. These championships playing dates are as follows –

35’s; 40’s, 45’s	Start Saturday 24 <sup>th</sup> Sep with Finals on Sun
2 <sup>nd</sup> Oct 50’s; 55’s	Start Monday 26 <sup>th</sup> Sep with finals on Fri 7 <sup>th</sup> Oct
60’s; 65’s; 70’s; 75’s	Start Saturday 24 <sup>th</sup> Sep with Finals on Tue 4 <sup>th</sup> Oct



- Defenders
- Goal Keepers

18 players will be chosen including 2 goal keepers. In each of the groupings 6 shadows (except keepers where just 2) will be chosen. If there are any changes to these requirements, you will be directed at the selectors meeting.

Recommendations for the appointments of Captain and Vice Captains will be considered by the committee, but these appointments are carried out by the HAMC

All teams selected will require ratification of the committee and Hockey Australia.

7. Once the final team and shadows has been selected, you are under obligation **NOT TO** reveal the makeup of the team to **ANYONE!** The reading of the selected players is the high point of the tournament for some players.
8. To be aware of the HAMC selection policy document, this is available online from our website.
9. When considering the selection or non-selection of a player into either an Australian team or squad, the selection panel may, at their discretion, give weight to extenuating factors or circumstances not specifically outlined in this document.

A gross failure of these guidelines will result in the removal of the selector from the panel and a report going back to the State association. The players deserve a clear and transparent process in the selection of all our Australian Teams. All selectors are volunteers who are giving up time to do the best job possible, but we owe it to everyone to put our State hats aside and keep the big picture in mind.

If you have any issues or are concerned during the tournament, I am available at any time. If the concerns arise from my actions, they are to be directed to Carolyn Campbell Chair of the HA MOG.

## **8. TEAM SELECTION**

Final selection of each age group will consist of the number of players relevant to the competition that the team will compete in. This number will be advised in the call for nominations.

In addition, depending on the circumstances of the proposed tournament a shadow squad of a minimum of seven (7) players shall also be selected.

## **9. APPROVAL AND ANNOUNCEMENT OF AUSTRALIAN TEAMS AND SHADOWS.**

**9.1.** Squads are selected by the selection panel and will be announced via the HA website by HAM committee no later than 14 days following the conclusion of the National Championships

All teams require approval of the HAMC and HA.

## **10. REPLACEMENT OF SELECTED PLAYERS**

**10.1.** If a selected player is unable to continue or is removed as a representative of a national team after informing both the National Program coordinator and International Events Coordinator, the procedure for a replacement player is as follows:

**10.2.** The chairman of selectors and coach will be consulted and between them a player will be recommended for elevation from the shadow list to the team and approved by the HAM committee.

**10.3** The National Program Coordinator is to be advised for approval prior to the player being informed from the respective team manager.

**10.4.** If all shadows have been used or unavailable at the discretion of the chairman of selectors, coach and MOG qualified players may be approached.

### **11 Appeals Process**

Any appeal must be submitted in writing to the HA MOG outlining their reasons for appeal.