

HOCKEY AUSTRALIA LIMITED (HA)

NATIONAL SELECTION POLICY

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The purpose of the Hockey Australia National Selection Policy is to provide a framework and transparency for the identification and selection of athletes to Australian squads and teams and to assist those athletes to achieve their individual potential.

1. Objectives

- 1.1** To identify and select athletes for the National Senior, Development and Junior squads.
- 1.2** To select athletes for teams in international competition who will achieve the best possible results in accordance with prescribed targets as outlined to the Australian Sports Commission (ASC).
- 1.3** To select Hockey Australia centralised scholarship athletes (Perth High Performance programs) in accordance with national training objectives and team development requirements.
- 1.4** To advise direction to National Training Centre programs (SIS/SAS networks) to identify scholarship athletes in accordance with national system objectives, long term athlete development and Australian team's development.
- 1.5** To employ a fair and transparent selection process that encourages all athletes to challenge for positions in the Senior, Development and Junior squads.

2. Selection Process

2.1 Selection panels will identify and nominate athletes for teams and for squads.

2.2 Senior Teams and Squads.

- 2.2.1** A panel of 3-5 selectors for each of the men's and women's programs will comprise
 - National Head Coach
 - National Assistant Coach(es)
 - HA Board appointed Senior selector.
- 2.2.2** The size of the National Senior squads (and Perth HPP squads) will be as deemed appropriate for the upcoming year, in accordance with the HA High Performance Plan and as approved by the High Performance Director.
Considerations that may affect determination of numbers may include athletes playing professionally and being based mainly in Europe, the provision of targeted opportunities for a particular athlete cohort i.e. National Juniors prior to a Junior World Cup and the type/level of competition in any one year etc.
- 2.2.3** Senior teams will be selected as and when required for international competition.
- 2.2.4** Senior, Development or Junior squad representation is not a necessary pre-requisite for being selected in a senior team selected for international competition.

2.3 Development Teams and Squads

- 2.3.1** A panel of 3-5 selectors for the naming of the Development squad /teams will comprise
 - National Head Coach
 - National Assistant Coach(es)
 - HA Board appointed Senior and/or Youth selector



- 2.3.2** The size of the Development squad will be as deemed appropriate and as approved by the High Performance Director (also refer 2.2.2).
- 2.3.3** Development squad representation is not a necessary pre-requisite for being chosen for any senior team selected for international competition.

2.4 Junior Teams and Squads

- 2.4.1** A panel of 3-5 selectors for the Junior teams and squads will comprise
- National Junior Head Coach
 - National Coach/Assistant Coaches
 - HA Board appointed Youth selector/s
- 2.4.2** The composition of the Junior Selection panel may require some flexibility due to the nature of the Junior program i.e. benchmark event Junior World Cup conducted every 4 years. In the JWC year the National Assistant Junior Coach/es may also have input into selection.
- 2.4.3** The size of Junior squads will be as deemed appropriate for the upcoming year by the High Performance Director in consultation with the National Selection Panel (also refer 2.2.2).
- 2.4.4** An athlete who is a member of a Senior or development squad, can also be selected for Junior teams if age eligible.
- 2.4.5** Junior squad representation is not a necessary pre-requisite for being chosen for any senior team selected for international competition.

2.5 Olympic and Commonwealth Games

- 2.5.1** For the Olympic Games, the selected athletes will be nominated to the Australian Olympic Committee (AOC) in accordance with the agreed nomination criteria.
- 2.5.2** For the Commonwealth Games, the selected athletes will be nominated to the Commonwealth Games Australia (CGA) in accordance with the agreed nomination criteria.

3. Eligibility Criteria

- 3.1 Federation International Hockey (FIH).** For an athlete to be eligible for selection in Australian teams and squads they must be qualified to compete for Australia under the rules and regulations of the FIH Bye Law Article 5.2
- 3.2 Hockey Australia.** Athletes need to have signed a current 'Athlete Agreement - Australia Hockey Squads/Teams' with Hockey Australia to be eligible for senior selection.
- 3.3 State Associations.** Athletes must be a current and financial member of a State Association affiliated with Hockey Australia. These are:
- Hockey ACT
 - Hockey New South Wales
 - Hockey Queensland
 - Hockey Tasmania
 - Hockey Victoria
 - Hockey Western Australia



- Hockey Northern Territory
- Hockey South Australia

4. Assessment Criteria

4.1 Athletes must meet acceptable performance standards and requirements of National coaches. In selecting the team or squad the Selection Panel will nominate those athletes who, to the satisfaction of the selection panel in its sole and absolute discretion, will achieve the optimum team compatibility and balance and assist in achieving the best possible results for Australia.

4.2 Assessment is continuous and will be made on athlete performance in international competition, Australian Hockey Leagues, Australian Championships, regional competitions, club fixtures, training camps and training sessions.

4.3 In determining which athletes will be selected for National Senior and Development teams and squads, the Selection Panel will consider:

- Current form and performance
- Past playing record
- Physical qualities - achievement of required standards
- Technical skills
- Set play skills
- Flexibility/Versatility
- Team Orientation
- Psycho-social perspective
- Potential to progress in above areas

4.4 In determining which athletes will be selected for Junior teams and squads, the Selection Panel will consider all of the above criteria, with a particular emphasis on assessing whether the athlete has the ability to progress from Junior to elite senior level.

4.5 Selectors reserve the right to add or remove players from squads or teams at their discretion and where a need is clearly established. Such changes must be approved the High Performance Director and ratified by the Chief Executive.

Examples of where this may be necessary, are, but are not limited to:

- Injury/Illness
- Bereavement leave/personal matters
- Discipline - breach of Athlete Agreement
- Team harmony and balance
- Poor form or attitude after initial selection

4.6 Rehabilitation

4.6.1 An athlete who has been unable to participate in competition and training because of injury can still be eligible for selection, subject to the approval of the High Performance director and appropriate medical verification and/or exemptions.

5. Endorsement & Ratification

5.1 In the first instance, National Teams and Squads are required to be approved by the High Performance Director, before being endorsed by Hockey Australia through the Chief Executive.

6. Notification



- 6.1** Athletes will be notified of team and squad selections in accordance with the agreed protocols.
- 6.2** Timing of selection and announcements will be provided to all National senior, development and Junior squad athletes, SIS/SAS and SSOs at the earliest possible opportunity.
- 6.3** At their discretion, non-selected National squad athletes are provided with an opportunity to seek feedback from the respective National Coach, in accordance with the arrangements and process communicated at the time of National team notification.

7. Appeals

7.1 International Senior Teams.

- 7.1.1** Athletes may appeal non-selection or de-selection in Australian senior teams for designated benchmark events e.g. World Cup, Champions Trophy.
- 7.1.2** The sole ground for any appeal is
 - that the HA Selection Policy was not properly followed and/or implemented;
 - the appellant was not afforded a reasonable opportunity by HA to satisfy this Selection Policy;
 - the selection decision was affected by actual bias; or
 - there was no material on which the selection decision could reasonable be based.
- 7.1.3** Any appeal by an athlete against non-selection or removal from a senior team made to the Hockey Australia's Appeal Tribunal, must accord with the following procedure.
 - 7.1.3.1** The appellant must give written notice of his appeal to the Chief Executive within 72 hours of the announcement of the decision against which the appeal is made.

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 - 7.1.3.2** Within 5 working days of submitting the written notice of appeal, the appellant must submit to the Chief Executive the grounds of that appeal.
 - 7.1.3.3** Prior to the hearing, the Selection Panel will provide the Hockey Australia Appeal Tribunal and the appellant with a written statement as to the reasons for the decision against which the appeal is made.
 - 7.1.3.4** The Hockey Australia Appeal Tribunal will convene a hearing as soon as possible after the submission of the grounds of appeal. The hearing may occur in such a manner as the Chairman decides.
 - 7.1.3.5** The Hockey Australia Appeal Tribunal will give its decision as soon as practicable after the hearing and will provide the Chief Executive and the appellant with a statement of the reasons for its decision.
 - 7.1.3.6** The decision of the Hockey Australia Appeal Tribunal will be final.

7.2 The Hockey Australia Appeal Tribunal

- 7.2.1** The HA Tribunal will comprise the following persons appointed by the HA Board:
 - A barrister or solicitor who will act as Chairman



- Two other persons of experience and skills suitable to the function of the Hockey Australia Appeal Tribunal.

7.2.2 No person is eligible to be appointed to the Hockey Australia Appeal Tribunal if he or she is a Board Member of Hockey Australia, or a member of the relevant Selection Panel, or by reason of his or her relationship with the appellant, or any member of the Senior, Development or Junior Squads, or the Selection Panel, would be reasonably considered to be other than impartial.

7.3 Olympic & Commonwealth Games:

7.3.1 In the event that an Athlete is dissatisfied with the procedure involving the nomination by their National Federation to the AOC/ACGA they have the right of appeal to an Appeals Tribunal established by their National Federation and in the event of dissatisfaction with that decision, then a further appeal can be made by the Athlete to the Appeals Arbitration Division of the Court of Arbitration for Sport. For more detailed information please refer to links at point 2.5:

8. Amendments to National Selection Policy

8.1 This policy may be amended or supplemented by Hockey Australia in its discretion in order to achieve the above objectives and specifically where matters arise which, in the sole opinion of Hockey Australia, have not been provided for in this policy, or where the literal application of this policy would not achieve the above objectives. Any variation or amendment must be in writing, given by the Chief Executive, on behalf of Hockey Australia, and who will endeavour to give as much notice as possible to all persons affected by any amendment or supplement to this policy.