



WA MASTERS HOCKEY
STATE TEAM SELECTION POLICY

TABLE OF CONTENTS

1. OFFICIALS	2
1.1 OBJECTIVES	2
1.2 PROCESS	2
1.3 MANNER OF APPOINTMENT	3
1.4 OFT BEHAVIOUR.....	4
2. TEAM SELECTION	4
2.1 OBJECTIVES	5
2.2 SELECTION CRITERIA	5
2.3 SELECTION PROCESS	5
2.4 LATE CHANGES & REPLACEMENTS.....	7
3. FINAL SELECTION STATEMENT	8

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WA MASTERS HOCKEY STATE TEAM SELECTION POLICY

1. OFFICIALS

The term 'Off-field Team' (OFT) applies to coaches, assistant coaches (if required), managers, physiotherapists, doctors (if required), sports trainers/masseuses (if required), and selectors (if required) for Hockey WA (HWA) Masters Teams.

1.1 OBJECTIVES

- 1.1.1 To identify the best person for each OFT role to contribute to an environment for the players that is educational, motivational, disciplined and creates a competitive team environment.
- 1.1.2 To complete the appointment process no later than four months prior to the Championships each year to enable the selected personnel sufficient preparation time.
- 1.1.3 To appoint coaches first to allow them to have input into the selection of players.
- 1.1.4 All other things being equal, preference will be given to non-playing coaches and managers over playing coaches and managers.

1.2 PROCESS

- 1.2.1 WA Masters Hockey Committee will establish the selection criteria, duty statement and manner of appointments for each OFT position.
- 1.2.2 Available positions will be advertised at least five (5) months prior to the Championships.
- 1.2.3 The method of advertising may include any or all of:
 - a) Club/Association mail, email and social media;
 - b) Hockey Bulletin;
 - c) Direct mail or email to targeted others;
 - d) HWA web page or social media sites; and/or
 - e) WA Masters Hockey Committee web page or social media sites.
- 1.2.4 Nominees shall submit a resume that includes their current/previous involvement in hockey, playing and selection experience.
- 1.2.5 A player, other than a player/coach, nominating for a State Master's team cannot nominate as a selector for that team.
- 1.2.6 Expressions of interest are due via email or posted directly to the respective WA Masters Hockey Committee State Teams' Co-ordinators by the closing date as set by the WA Masters Hockey Committee.
- 1.2.7 An OFT applicant may appeal in writing to the WA Masters Hockey Committee but only on matters of procedure and not relating to the meritorious nature of one applicant over another.

1.3 MANNER OF APPOINTMENT

- 1.3.1 The WA Masters Hockey Committee will facilitate the process.
- 1.3.2 An Appointment Panel to select the OFT and Team Selectors will be established each year by the WA Masters Hockey Committee.
- 1.3.3 Appointments recommended by the panel are subject to ratification by the WA Masters Hockey Committee.
- 1.3.4 All persons who expressed an interest in an OFT position will be notified in writing (or by email) of the Committee's decision.
- 1.3.5 Officials
- a) All expressions of interest for appointment of OFT will be considered and interviews arranged if necessary.
 - b) The Appointment Panel may seek additional expressions of interest during this period if, in the opinion of the Appointment Panel, suitable or sufficient nominations have not been received for any or all age groups.
 - c) The Appointment Panel will select the person they believe to be the best for each of the OFT positions.
 - d) Criteria for a coach position may include the best person to contribute to an environment for the players that is educational, motivational and disciplined towards a competitive outcome; previous success, previous experience, and feedback from relevant background checks, referees and official surveys.
 - e) Criteria for a manager position may include the best person with previous experience within the last five (5) years, interpersonal skills, basic bookkeeping and computing skills, completely trustworthy with team monies and confidential personal information, previous success, previous experience, and feedback from relevant background checks, referees and official surveys.
 - f) Brief records will be kept of the decision-making process of the Appointment Panel so that whilst detailed feedback need not be provided, an applicant may, on request, be provided with some information about the process that was undertaken that led to their unsuccessful nomination.
- 1.3.6 Team Selection Panel
- a) The Team Selection Panel for each age group will comprise of at least three (3) selectors including the relevant state coach and a WA Masters Hockey Committee member.
 - b) If necessary the same selectors, not including the Coach, may be chosen for more than one age group and for both Women's and Men's teams.
 - c) The WA Masters Hockey Committee may seek additional expressions of interest from persons interested in being selectors.
 - d) Only one selector from any club shall be appointed to any age group Team Selection Panel.
 - e) The Team Selection Panel is responsible for the selection of all players for that age group.

- f) The WA Masters Hockey Committee shall appoint a WA Masters Hockey Committee member, who shall not be the relevant coach, as Chairman for each Team Selection Panel.
- g) Each Team Selection Panel shall recommend a captain and/or leadership group to be ratified by the coach with advice from the manager as required. The captain and/or leadership group will be ratified as per 2.3.1.
- h) A captain and/or leadership group needs to be confirmed within two weeks of team selection and announcement.
- i) Selectors should make themselves available, where possible, to attend all WA Masters Hockey Committee nominated competitions and trials.

1.4 OFT BEHAVIOUR

A player or any person with an OFT role whether for HWA, WA Masters Hockey Committee, Australian Masters Hockey Committee (AMHC) or Hockey Australia (HA), which does not specifically include match administration duties, participating in a Championship match must ensure that they act in a manner that is appropriate to their role and which doesn't bring HA, AMHC, HWA, or the WA Masters Hockey Committee into disrepute.

Such persons are not permitted to approach or address an opposition player, Championship official or umpire in their official OFT capacity in the period from one hour before until one hour after a match, and this especially applies to addressing umpires, unless requested by a Championship official.

Nominees for an OFT role agree to sign all Codes of Conduct required by HA, HWA, AMHC, or WA Masters Hockey Committee when submitting their nomination. All required codes of conduct are deemed to have been agreed to and in force from the date the appointment is ratified by the WA Masters Committee and HWA CEO.

2. TEAM SELECTION

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. 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 unavoidably a subjective decision tempered by the experience and expertise of the selector.

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.

2.1 OBJECTIVES

- 2.1.1 To identify a team of players with the best potential to participate competitively in Australian Masters Championships.
- 2.1.2 To achieve the best possible results for WA in all competitions/championships in the year.

2.2 SELECTION CRITERIA

- 2.2.1 Basic Skills – players who can consistently demonstrate highly developed basic skills.
- 2.2.2 Team Skills – players, who unselfishly support the team, encourage others, communicate well and get on with their peers.
- 2.2.3 Position Play – players who clearly understand the attacking and defensive requirements of the positions they play.
- 2.2.4 Attitude – players who are competitive, tenacious, determined, versatile, creative, and listen and act accordingly.
- 2.2.5 Potential – players who show potential for the future.
- 2.2.6 Fitness – players who demonstrate the required level of fitness for the grade being played.
- 2.2.7 Availability – players should be available for all games including finals for their age group at the Masters Championships.
- 2.2.8 Flexibility – players who are able to play to the required standard in a number of different positions in a team.
- 2.2.9 Set Play Skills – players who have well developed skills in set plays in particular attacking and defensive penalty corners.
- 2.2.10 Selectors will make their decisions based on the preceding selection criteria from the following information (in no priority order):
 - a) Their own observations of players in all activities;
 - b) Discussions with targeted people;
 - c) Evaluation of official survey responses; and
 - d) Observations regarding player's sustainability of behaviour, fitness and skills before and during previous Masters Championships.

2.3 SELECTION PROCESS

- 2.3.1 Teams selected by the Team Selection Panel are subject to ratification by the WA Masters Hockey Committee and the HWA CEO and will then be announced on the HWA website.
- 2.3.2 Masters teams will consist of no more than the maximum number of players specified by Hockey Australia or AMHC Rules subject to all players satisfying the selection criteria as assessed by the Team Selection Panel.
- 2.3.3 Nominations for places in the teams will be advertised at least four weeks before the time of the expected trials and at least twelve weeks prior to the Championships.
- 2.3.4 Nominations will only be accepted in the specified manner (usually online) by the closing date as set by the WA Masters Hockey Committee. The specified nomination fee must be paid before a nomination can be accepted. This closing date may be extended at the discretion of the WA Masters Hockey Committee. In any event the latest date for nomination will be the Friday prior to the last trial.

- 2.3.5 Nominations are to be in the approved HWA/HA database format and to be accompanied by a nomination fee as prescribed by the WA Masters Hockey Committee. Where a coach has also nominated as a player (playing coach) they will be required to participate in the normal selection process as a player. Nomination as a player will not preclude the coach participating as a selector of that team.
- 2.3.6 All persons wishing to be considered for selection must be a financial member of a club or association affiliated with HWA including Mid-Week Masters Hockey (Women and Men) and Western Hockey Masters (Wednesday and Saturday 65s)
- 2.3.7 A person's nomination will only be considered for their age appropriate team unless there are exceptional circumstances, as determined solely by the WA Masters Hockey Committee. If a person nominating is not able to play on all days of the Championship including finals for their age group, the person must notify this situation and their availability both in the nomination and then to the coach and manager of the team before the first trial.
- 2.3.8 Any dispute by a player or Team Selection Panel relating to the selection of a player may be appealed in writing to the WA Masters Hockey Committee for resolution.
- 2.3.9 The WA Masters Hockey Committee will organise trial dates to be completed not less than eight weeks prior to team departure.
- 2.3.10 The number of trials to be conducted will be determined by the WA Masters Hockey Committee. All players nominating should attend the trial for their age group and shall notify the WA Masters Hockey Committee of any inability to attend and the reason. Players not attending a trial may still be selected but minimise their opportunities and are therefore encouraged to attend.
- 2.3.11 Depending on the number of regional nominations, trials may also be conducted at the State Country Weekend Championships and/or in regional areas and/or other competitions run under the auspice of HWA.
- 2.3.12 Trials need not be held if the number of nominated players is less than the number required for that age group.
- 2.3.13 Collated lists of all players nominated shall be given to the Chairperson of the Team Selection Panel on the Wednesday prior to the commencement of the first trial.
- 2.3.14 The manager or coach shall organise team/match sheets and present copies to selectors and managers prior to each trial.
- 2.3.15 Players are asked not to wear any part of their State team playing uniform to the WA Masters Hockey Selection trials, other than tracksuits.
- 2.3.16 Players may be eliminated during the trial period at the discretion of the Team Selection Panel.
- 2.3.17 At the end of the Selection Process all players not selected in the team or as a train-on are eliminated from the Selection Process.
- 2.3.18 The Team Selection Panel have the sole authority to select players for that team. All selections require ratification by the WA Masters Hockey Committee and HWA.
- 2.3.19 The coach will have a deliberative and casting vote in selection decisions made by the Team Selection Panel, except in decisions regarding his/herself as player/coach.
- 2.3.20 Coaches and selectors will not discuss selection of teams outside of the Team Selection Panel.
- 2.3.21 Knowledge of a player's performance during the season may be taken into consideration by the Team Selection Panel.

- 2.3.22 Selectors must keep detailed notes of selection observations, deliberations and decisions and these must be submitted to the WA Masters Hockey Committee Chairman if requested when the selected squad is submitted for ratification.
- 2.3.23 There is no requirement to include train-on players in an age group squad.
- 2.3.24 Selected players are expected to maintain their fitness once selected. If they incur an injury the player must immediately report the injury to the team's coach and manager and outline the treatment and management being undertaken. If required, a fitness test should be conducted and/or a letter from the attending physiotherapist/physician be submitted to the coach/manager before leaving for the tournament.
- 2.3.25 If train-on players are included in the squad the position or positions for which they are included must be recorded and in the event of a team vacancy these are the only positions for which they will automatically be considered for selection (refer 2.4.2).
- 2.3.26 The Team Selection Panel may, in its absolute discretion, add players to the relevant State Squad or State Team at any stage, subject to those players satisfying the relevant selection criteria and being ratified in accordance with 2.3.1 and paying their nomination fee in accordance with 2.3.4.
- 2.3.27 There is no requirement to select players of unsatisfactory standard even if the team is short of the required numbers. Selectors can readvertise for suitable players, including interstate, or select a smaller team.
- 2.3.28 Method of advertising
- a) Club/Association – mail, email and social media
 - b) Hockey Bulletin
 - c) Direct mail or email to targeted others
 - d) HWA Web page and social media
 - e) Other electronic media, as deemed appropriate by the committee.

2.4 LATE CHANGES & REPLACEMENTS

- 2.4.1 Where late changes and replacement players (injury, illness, unavailability, etc.) are necessary the Team Selection Panel will be authorised to make the necessary decisions. The replacements will be subject to ratification in accordance with 2.3.1.
- 2.4.2 Train-on players, if included in the selected squad and the players are fit, are to be the first-point of selection into the team if a position that has become vacant suits the train-on player's selected position (in accordance with 2.3.25) If no train-on players have been included in the squad or they have already been selected, then outside players may be selected based on the relevant selection criteria.
- 2.4.3 Unselected nominees from the trials receive no preference for late selection as their nomination is concluded at the completion of the trials; selection is based on the outlined criteria.
- 2.4.4 A player who is selected as a replacement must complete a nomination form and pay the required nomination fee before selection will be ratified in accordance with 2.3.1.
- 2.4.5 Team management and the player are responsible for resolving any travel, accommodation, shared team costs or uniform issues that arise from late changes and replacement players.
- 2.4.6 There is no cutoff date for the selection of replacement players.

- 2.4.7 Subject to 2.4.8, a player shall not be recorded on the Team Sheet for a Championship unless selected by the relevant Team Selection Panel and approved in accordance with 2.3.1.
- 2.4.8 A team coach or manager not selected as a player may be selected as an emergency player prior to a Championship to safeguard against the possibility of player injury and a team playing short. However, the selection is subject to:
- a) approval in accordance with 2.3.1;
 - b) recording of the selection of the team coach or manager in accordance with the applicable WA Masters Hockey Committee and the Championship rules;
 - c) the team coach or manager only playing as an emergency player;
 - d) payment of any fees by the emergency player as determined by the WA Masters Hockey Committee. The team coach or manager playing as an emergency player will retain their rights to accommodation and flight subsidies.

3. FINAL SELECTION STATEMENT

In considering the performances of players at tournaments, tours, trials, training camps or other attendances required under this policy, the Team Selection Panel may, at their discretion, give weight to extenuating factors. Players unable to compete at tournaments, trials, training camps or other attendances required under this policy, must advise the relevant manager and WA Masters Hockey Committee of this fact, and the reasons therefore, before commencement of the events, trials, training camps or other attendances required under this policy. The WA Masters Hockey Committee shall resolve any disputes within or between Team Selection Panels.

This policy may be amended or supplemented by the WA Masters Hockey Committee in order to achieve the above objectives especially where matters arise which 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 and given to the WA Masters Hockey Committee Chairman, who will use best endeavours to provide as much notice as possible to all persons affected by any amendment or supplement to this policy.