



WA MASTERS HOCKEY STATE TEAM SELECTION POLICY

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TABLE OF CONTENTS

1. OFFICIALS	4
1.1. OBJECTIVES	4
1.2. PROCESS	4
1.3. MANNER OF APPOINTMENT	5
1.4. OFT BEHAVIOUR	6
2. TEAM SELECTION	7
2.1. OBJECTIVES	7
2.2. SELECTION CRITERIA	7
2.3. SELECTION PROCESS	8
2.4. APPEALS AND FEEDBACK	10
2.5. LATE CHANGES & REPLACEMENTS	11
3. FINAL SELECTION STATEMENT	12

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9.1	24/05/2023	Full review / revision of Selection Policy by WA Masters Hockey Committee

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 at their absolute discretion.
- 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 and other experience relevant to the OFT role.
- 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 transparent and 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, but only on matters of procedure and not relating to the meritorious nature of one applicant over another, 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. No person should be appointed to the Team 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.
 - e) The Chairperson of the WA Masters Hockey Committee (in consultation with the Performance and Pathways Manager) can recommend to the Appointment Panel that this rule be overridden in exceptional circumstances where Performance and Pathways Manager is of the opinion that no bias is likely. Such a recommendation is at the discretion of the HWA. If in the event of a person being appointed to a Team 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.

WA Masters Hockey State Team Selection Policy 2023

- f) The Team Selection Panel is responsible for the selection of all players for that age group. Team Selection Panels will have total discretion within the selection parameters and must ensure that a balanced group of athletes and specialist playing positions are selected into each team as far as practical given player nominations.
- g) 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.
- h) 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.
- i) A captain and/or leadership group needs to be confirmed within two weeks of team selection and announcement.
- j) 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 and comply with 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. WA Masters Hockey Committee supports an open and fair process for the selection of all State Teams. Selections will be based on a clear set of criteria that are communicated with all the players, selection panels and coaches prior to the trials commencing.
- 2.1.2. To identify a team of players with the best potential to participate competitively in Australian Masters Championships.
- 2.1.3. To achieve the best possible results for WA overall in all competitions/championships in the year.
- 2.1.4. The policy aims to:
 - a) Provide transparency for all stakeholders who are involved in an athlete selection process
 - b) Provide consistent application of the selection policy
 - c) Facilitate a high-quality selection process
 - d) Provide flexibility to respond to selection situations in a fair and transparent manner
 - e) Facilitate analysis and review of the selection process to ensure quality, consistency transparency of qualified decision making in line with this policy

2.2.SELECTION CRITERIA

- 2.2.1. Selection decisions will be based predominantly on performance of athletes; however, they will also consider the following items:
 - a) Technical Strengths and weaknesses
 - b) Tactical knowledge
 - c) Fitness and agility levels
 - d) Positional versatility
 - e) Specialist skills
- 2.2.2. In addition, athletes:
 - a) Will be selected on their commitment, values, behaviour, not their personal characteristics or attributes (e.g., race, sexuality, religion)
 - b) Must be financial members of a club or association.
 - c) May be precluded from selection if there is a concern about their ability to compete safely or if their participation poses a risk to others.
- 2.2.3. The following criteria will apply in the selection process used by the selectors and coaching personnel appointed by Hockey WA in respect to Hockey WA state teams and underpinning programs.

1. PERFORMANCE

Relating to a player's performance in any formal hockey event observed by the state coaching staff or selectors. (Including but not limited to club games, trial games. Training sessions.)

WA Masters Hockey State Team Selection Policy 2023

2. PHYSICAL CAPABILITIES

Physical capacities including speed over a variety of distances (0-10m & 40m), repeated sprint capacity, aerobic endurance, strength and agility. Formal testing for all these attributes may not necessarily be performed but is an option open to selectors. All players may also be fitness tested during squad training as part of the overall selection assessments and team goal setting.

3. TECHNICAL ABILITY - (FIELD PLAYER)

Essential skills including passing, receiving, tackling, marking, intercepting, ball control, leading, goal-scoring and set play skills.

4. TECHNICAL ABILITY - (GOALKEEPER)

Essential skills including foot saves, hand saves, positioning, playing off the line, groundwork, repeat efforts, clearance saves and penalty corner skills.

5. GAME SENSE - ('TACTICAL NOUS')

Tactical ability includes reading the play, application of game knowledge, involvement, and engagement in the game, on field decision making and positional versatility.

Ability to apply and utilise information provided by coaching staff related to team objectives and situational requirements. Playing concepts include outletting, midfield build up, transfer of play, pressing, best goalkeeper positions and regaining possession.

6. POTENTIAL TO IMPROVE

Refers to present performance level relative to past performances and perception of future potential. Players deemed to be coachable, considering their GROWTH mindset and actively pursuing improvement, taking on board and acting on feedback.

7. COMPETITIVE ABILITY

Competitive ability includes mental toughness, error recovery, strength in the contest, temperament, determination, commitment, performing in adverse conditions and big moments and coping with setbacks/criticism and persistence.

8. TEAM/SQUAD ORIENTATION

Refers to an individual's ability within a team sport, to 'fit in' and influence the squad/team in a positive manner. Capacity to commit to and contribute to the standards and expectations of the team.

9. COMMUNICATION

Includes the ability of the player to communicate positively with coaching staff and be open to accept suggestions from coaching staff regarding performance improvement.

Players should be able to verbalise concerns regarding coaching and team issues in a calm, mature and non-emotive manner to allow for positive discussion to resolve problems

2.2.4. 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 not limited to trials;
- 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. Athletes will be informed in writing of the dates, location and criteria for State team trials and selection.

2.3.2. Selectors will be appointed by the WA Masters Hockey Committee and be responsible for trial selection decisions.

2.3.3. Where possible, there will be more than one selector who is impartial to the trial process. (No

WA Masters Hockey State Team Selection Policy 2023

- family member or relation of trialling players may take part in the selection process)
- 2.3.4. 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 WA Masters Hockey Committee website.
 - 2.3.5. 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.
 - 2.3.6. 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.
 - 2.3.7. Nominations will only be accepted in the specified manner (usually by online application) 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.
 - 2.3.8. 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 though they will have no say in their own selection as a player which must be decided by the rest of the Team Selection Panel.
 - 2.3.9. 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)
 - 2.3.10. 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.
 - 2.3.11. The WA Masters Hockey Committee will organise trial dates to be completed not less than eight weeks prior to team departure.
 - 2.3.12. The number of trials to be conducted (if any) 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.
 - 2.3.13. Depending on the number of nominations, further assessment/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.
 - 2.3.14. Trials need not be held if the number of nominated players is less than the number required for that age group.
 - 2.3.15. Collated lists of all players nominated shall be given to the Chairperson of the Team Selection Panel on the last business day prior to the commencement of the first trial.
 - 2.3.16. The manager or coach shall organise team/match sheets and present copies to selectors and managers prior to each trial.
 - 2.3.17. Players are requested not to wear any part of their current or past State team playing uniform to the WA Masters Hockey Selection trials, other than tracksuits.
 - 2.3.18. The Team Selection Panel have the sole authority to select players for that team and have total discretion within the selection parameters and must ensure that a balanced group of athletes and specialist playing positions are selected into each team as far as practical given player nominations. All selections require ratification by the WA Masters Hockey Committee and Hockey WA.
 - 2.3.19. The coach will have one equal vote in selection decisions as will each member of the Teams Selection Panel, except in decisions regarding themselves as player/coach for which they have no vote. If the Team Selection Panel is tied on a specific player selection, then the coach may choose to have a final second casting vote to break the specific player tie.
 - 2.3.20. Coaches and selectors will not discuss selection of teams (especially not with players) outside

WA Masters Hockey State Team Selection Policy 2023

of the Team Selection Panel and the WA Masters Hockey Committee. Any player or selection information needs to remain confidential until the teams have been formally announced.

- 2.3.21. Knowledge of a player's performance during the season or from previous Nationals Tournaments 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. 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 2.5.2).
- 2.3.25. 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.
- 2.3.26. 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. APPEALS AND FEEDBACK

- 2.4.1. A player may request a review of any given selection decision by submitting a written request for an appeal including the grounds for a review to the Chairperson of the WA Masters Hockey Committee within five working days of the announcement of the relevant selection decision.
- 2.4.2. Any appeal made to the Chairperson of the WA Masters Hockey Committee (Email: chair@wamastershockey.com), must be in accordance with the following procedure:
 - a) The request for the appeal must state the grounds for review, or why the selection decision should be changed. It must specifically address issues regarding how the player was evaluated under situations that put them at a distinct disadvantage to other players being evaluated.
 - b) Each request for appeal shall be accompanied by a fee of \$150 which shall be forfeited to Hockey WA if the request for appeal is held by the WA Masters Hockey Committee to be frivolous or groundless. The Chairperson of the WA Masters Hockey Committee (after consulting the Hockey WA CEO) on reviewing the appeal has discretion to waive the appeal fee.
 - c) If a request for appeal is lodged via email, contact should immediately be made with the Chairperson of the WA Masters Hockey Committee to confirm receipt of the email or facsimile and to confirm how payment of \$150 fee will be made within the next five working days. If the fee is not paid by the due time, the request for appeal shall be deemed to be withdrawn unless the Chairperson of the WA Masters Hockey Committee has agreed to extend the time for payment of the fee.
 - d) It should be remembered that in general, an appeal will only be considered if the selection policy was not adhered to during the selection process.
 - e) An appeal will not be heard, just because a player or a representative of the player thinks that the player is better than, or more deserving than a named player.
 - f) The WA Masters Hockey Committee (being the Appeals Panel) will meet as soon as possible after the submission of the grounds of appeal. The meeting may occur in such a manner as the Chairperson decides.
 - g) The WA Masters Hockey Committee will give its decision as soon as practicable after meeting and will provide the appellant with a statement of the reasons for its decision.
 - h) The decision of the WA Masters Hockey Committee will be final.

2.5.LATE CHANGES & REPLACEMENTS

2.5.1. Selected 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

2.5.2. If a player is to be replaced, the Selectors will go through the process of selecting a replacement player from the list of Train-On's named. Once the train on list is exhausted, the Selectors will convene to select the next most deserving player. It is expected in all cases except injury, that before a decision to replace a player is made, the Chairperson of Selectors will have sought counsel from the Chairperson of the WA Masters Hockey Committee who may consult with the Performance and Pathways Manager. The Chairperson of the WA Masters Hockey Committee 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.

2.5.3. INJURY OR ILLNESS

Athletes who are injured or sick may be assessed by a doctor nominated or agreed to by Hockey Western Australia, who assesses the player, in conjunction with the State Team Coach and Performance and Pathways Manager.

2.5.4. LOSS OF FORM OR DISCIPLINARY REASONS

Athletes, who for reasons of discipline or loss of form are being 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. A breach of discipline will also include a player's failure to observe any relevant Hockey Western Australia's policy or failure to observe the Hockey Western Australia's Player Agreement.

2.5.5. BREACH OF ANTI-DOPING POLICY

Athletes who breach Hockey Australia'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 Western Australia is bound by the ASADA rules and as such are required to inform ASADA of any suspected breaches.

2.5.6. 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 Chairperson of the WA Masters Hockey Committee 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 WA. In the case of bereavement, travel delays or other extenuating circumstances, the Selection Panel on an individual basis will decide.

2.5.7. 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. 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. 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.

WA Masters Hockey State Team Selection Policy 2023

2.5.8. 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 requirements of this policy. No appeals will be accepted by WA Masters Hockey Committee.

2.5.9. 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.

2.5.10. There is no cutoff date for the selection of replacement players.

2.5.11. 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;
- 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, local competition or other attendances required under this policy, the Team Selection Panel may, at their discretion, give weight to extenuating factors. 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 Chairperson, who will use best endeavours to provide as much notice as possible to all persons affected by any amendment or supplement to this policy.