



GUIDELINES FOR SELECTION PROCESS

1 INTRODUCTION

These Guidelines have been approved by the Cairns Hockey Board and will be included in Cairns Hockey Policy and Processes. The purpose is to guide selectors during the selection process throughout the season, and to set out players' obligations and rights in relation to the selection process relevant to Cairns Hockey Representative Programs.

It is recognized and accepted by Cairns Hockey that selection criteria 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 a subjective decision tempered by the experience and expertise of the selector. Consequently, subjectivity will always remain an unavoidable element of selection.

2 SELECTION PANEL APPOINTMENTS

- a) Prior to the start of each representative program, Cairns Hockey will appoint and communicate the respective representative program selection panel.
- b) The aim is to have a minimum of three selectors for each panel consisting of
 - (i) **RCCD OR RCC**
 - (ii) **APPOINTED TEAM COACH**
 - (iii) **PERSON APPOINTED BY RCCD**
- c) CHA may post all selection panels onto the CHA website.
- d) The RCCD OR RCC will be appointed Chair of the committee and shall coordinate selection meetings and announcements.

3 SELECTION OF TEAMS

- a) CHA will provide information on the selection processes for each respective representative program and this information will be logged onto the web site.
- b) If anyone is unable to attend sessions which are identified sessions relating to selection, that player must contact RCD and advise. This notification can be done via email rcd@cairnshockey.com.au
- c) Selection of players into teams at the start of the season is to be based on the following criteria:



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1. Current form and performance as evidenced at identified training and trials;
 2. Past playing record;
 3. Proficiency in core and technical skills as required for the different divisions;
 4. Set play skills;
 5. Playing positions, including versatility in relation to the playing of different positions;
 6. Ability to fit within a 'team' framework;
 7. Potential to improve in the above areas;
 8. Any limit on the number of players to be registered to a particular division set by CHA and
 9. Any relevant CHA Guidelines.
- d) A player who is unable to participate in training and/or trials because of injury or because of other representative duties can still be eligible for selection, provided the player advises the RCCD at a reasonable time via rec@cairnshockey.com.au
- e) Should a selector have a relationship with a player the subject of the selection process, for example, parent and child, that selector must act impartially in relation to the selection of that player. Should a vote of selectors be required in relation to a player who has a relationship with a selector, that selector is not entitled to a vote and should be absent from the meeting while the vote is taken.
- f) Before final selections are made, the selection panel can consult all identified people who can assist and selectors may take the opinion of these identified people, but are not bound by it. This includes CHA Operations to ensure financial and other matters prior to formal announcement.
- g) All announcements (unless otherwise advised by CHA Board) shall be announced via face-book and website. Notices shall also be placed on noticeboards around the facility by the RCCD or appointed person division.

4 CHANGES TO SQUADS OR TEAMS

- a) Subject to CHA rules, where a need is clearly established selectors may add or remove players from teams or squads at their discretion, after discussion with the relevant coach. Examples of where such changes may be necessary are, but not limited to:
1. Injury or illness;
 2. Bereavement leave or personal matters;
 3. Breach of Club Rules or By-laws;
 4. Team harmony and balance;
 5. Poor form or attitude after initial selection.
- b) Where selectors wish to make changes they must refer the proposed changes to the CHA through the RCCD for approval prior to announcing the changes.



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- c) The RCCD shall be authorized to make public the teams via web site and social media once confirmed through CHA processes

5. REPLACEMENTS DURING THE EVENT

- a) If there is an extraordinary situation and a player/s are required for the competition, then subject to Hockey Queensland rules, the selectors and RCCD will discuss possible inclusions and make a call depending on an additional player or players will be required for an upcoming fixture, the coach must liaise with the selectors to determine the replacement players.

6. FEEDBACK ON SELECTIONS

- a) Any player who requires feedback on selection must request this in writing addressed to the RCCD.
- b) The RCCD will then complete a response and send this to the person requesting feedback in a timely manner.