

# SYDNEY JUNIOR HOCKEY ASSOCIATION INC

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Subject: SJHA SELECTION POLICY

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## 1. General

1.1 The two area committees that currently conduct competitions on behalf of Sydney Junior Hockey Association, are the Central Area and the North Area committees. Both Areas conduct selection trials for the Under 11,13,15 and 17 age groups and select two teams from each age group. Areas are to ensure selected players are registered with an SJHA/SHA club at the time of selection registered with:

- An SJHA Club for the U11, U13 and U15 age groups
- An SJHA or SHA Club for the U17 age group.

Registration of players with the SJHA Records Officer closes as at 31<sup>st</sup> July each year.

These teams are to consist of 14 players and it is these teams that proceed to the SJHA selection trials. Once the Areas have selected the two teams then these lists are to be issued to the SJHA Records Officer. Where possible this must be done at least 14 days prior to the trials. The Records Officer will then check the eligibility of the players and advise the Area Secretary if there are any discrepancies.

The Records Officer is to issue the team lists to the SJHA Secretary at least 7 days prior to the trials where possible, so that the selector packs can be prepared for issue.

1.2 Player Eligibility/Qualification to play in State Championships:

1.2.1 SJHA registered players must stand for selection for the relevant SJHA representative team.

1.2.2 A player must perform to the best of their ability during the selection process for the relevant SJHA representative team.

1.2.3 A player may only be released from SJHA to play with another Association if they have stood for selection as above but are not required by SJHA for the relevant SJHA representative team.

1.2.4 The SJHA Shadow players will not be released by SJHA.

1.2.5 Another Association seeking to select an SJHA registered player, must notify the SJHA Secretary in writing the name of that player, indicating the playing position and when and if trials are being conducted.

1.2.6 The SJHA Executive shall make a determination if the identified player will be released by SJHA to play with the other Association.

1.3 To ensure that the SJHA trials provide the best possible outcome, both Areas are to conduct the area selections on the basis that the players selected at the Area trials are played in the positions nominated in the first instance at those trials. If a player can also play in another position

(with the exception of goalkeeper) this will be included on the selector information pack issued to selectors. The selectors will request the coaches of each area team to change the player's position as they deem necessary, and the coaches are to be instructed to comply with this requirement.

1.4 The Area selection trials are to be carried out with a view to providing the best possible teams for the SJHA selection trials. It should be the aim of each Area to ensure that only players of a reasonably good standard are those put forward for the SJHA trials. This will provide the best outcome on the day for SJHA.

1.5

1.5.1 The selectors for each age group are to select the following teams:-

Under 11 age – Two (2) teams of 14 players

Under 13 age – Three (3) teams of 14 players

Under 15 age – Three (3) teams of 14 players

Under 17 age – Three (3) teams of 14 players

If it is determined at the trials that additional players are to be selected then the 15<sup>th</sup> player is to be a goalkeeper. This additional player selection is to be noted with the selector's recommendation on the signed SHADOW PLAYER selection sheet and forwarded to the SJHA Secretary for approval by the SJHA Executive before any announcement or inclusion in a team and generally in line with Clause 6.4.

Note: In accordance with NSW Policy the 15<sup>th</sup> player is to be a goalkeeper.

1.5.2 THIS selection as indicated in 1.4.1 above of an additional goalkeeper may occur if the selectors at the trials, were of the opinion that:-

a/ Two goalkeepers are of the same ability and standard

b/ A second goalkeeper would benefit by being included in a team to further their ability and standard.

1.6 In addition to the teams selected, the shadow players are also to be identified and included. The shadow players are to be a Goalkeeper, Fullback, Halfback and a Forward. If there are more than 4 goalkeepers involved at the trial then they will be ranked on the basis of their ability and noted on the final selection sheet.

The teams selected will be announced at the conclusion of the trials, as will the shadow players.

1.7 At the announcement of the teams a prepared statement, common for all selection trials will be read to the players and parents that clearly details the player commitment to SJHA, the movement of players from one team to another, their commitment to training and fitness, and their attitude and behaviour.

A Player Statement of Commitment will be issued and will need to be signed by the player. A copy will be returned to the SJHA Secretary and the team Manager will retain a copy.

A form detailing the approximate costs for the representative player will be issued and will detail the aspects covered in the budget amount.

1.8 The final selection sheets will be completed in triplicate and the names of the players selected shall be included on the forms before the selectors sign the team lists. The convenor for the particular age group is to ensure that all selectors sign the final document on each team list on the day of the trial. The team lists are to be completed on the triplicate forms with the copies being distributed as follows:

1 copy - SJHA Records Officer

1 copy – SJHA Secretary

1 copy – Age group convenor

Both Area Secretaries are to receive a full copy of the selected teams within 14 days after the trials.

1.9 The selection trials are to be conducted in a game format with the area teams playing each other on a 'round robin' basis. At the conclusion of the rounds a 'possible v probable' game could be held if the selectors deem it necessary. The selectors may change the format if it is felt necessary and will, in conjunction with the Convenor, ensure the changes will provide the desired effect. The selection of the goalkeepers is to be carried out in a manner that shall include specific testing of skills as well as the game situations. This should be done to ensure a fair and equal opportunity for goalkeepers.

1.10 The selectors for the SJHA teams shall be:

For Under 13, 15 and 17 Teams

1. The three team coaches appointed by the SJHA Committee
2. One selector nominated and approved from each of the Areas.

This would make the selection panel consist of 5 people for the 3 age groups.

For Under 11 Teams

1. The two team coaches appointed by the SJHA Committee
2. One selector nominated and approved from each of the Areas

This would make the selection panel consist of 4 people for this age group.

## **2. Conduct of Trials**

2.1 Location – the trials are to be held at the one location, if possible, to ensure that the requirement for continuity, administration and control are adequately covered. The location is to be determined by the SJHA Committee on a yearly basis using synthetic fields for the purpose of the trials and rotated if adequate facilities are available.

Timing – the trials are to take place at the end of each season, where possible, for teams to play the following season.

Where possible, trials should be held over two days to ensure players have an opportunity to demonstrate skills and ability should a player be unwell, have an off day or have conflicting commitments. Holding trials over two days also allows a longer session for goal keepers to demonstrate skills.

2.2 Time of trials – the trials are to be conducted on the following basis:

Under 11 and Under 15 to be held in the morning

Under 13 and Under 17 to be held in the afternoon

An alternative is to run the trials for the Under 11 late in the day or in the early evening. The final decision is to be made by the SJHA Executive.

2.3 Umpires – The umpires for the selection trials are to be organised by the SJHA umpire convenor.

2.4 Equipment – The SJHA Equipment Officer is to be present at the conclusion of each age trial to ensure equipment sizes and orders are received from the selected players.

2.5 Facilities – The selectors are to be provided with adequate facilities to be able to discuss and determine the team selections.

## 2.6 The Convenor

The convenor is to ensure that parents are not to communicate with the selectors but will convey any relevant details through the team manager or direct to the selectors.

The convenor is not to be involved in the selection process and the role is provided for organization and administration purposes only for the trials.

The Convenors are to be nominated by the Area Committees and approved by the SJHA Committee.

## 3. Selectors

3.1 It is the role of the selector to select teams for the particular age group and to be adequately prepared to carry out the job.

3.2 The selector must be prepared to attend area competition games throughout the season to ensure they have the best possible player profiles to assist in the selection process.

The selectors nominated and approved by SJHA are to be based on 'best person for the job' criteria. The qualifications of a selector should also be included and aspects such as experience, ability, knowledge and commitment should be considered.

3.3 The SJHA committee will approve the selectors nominated, provided that they have been endorsed by a SJHA club and ratified by the relevant area committee.

3.4 If, due to unforeseen circumstances, a selector is unable to attend the trials then the SJHA Secretary must be advised no later than 48 hours prior to the day of the trials, so that a suitable replacement can be endorsed by the Executive.

3.5 The No. 1 team coach for a particular age group is to be included in the selection process in the event of a deadlock relating to selections, to provide the casting vote if necessary.

## 4.0 Coaches

4.1 Nominations for team coaches are to be sought by SJHA from Clubs and other sources. Where appropriate, the nominations are to be endorsed by an SJHA Club and the respective Area Committee. The SJHA Secretary is to be informed of such endorsement. The nominations are then sent to the SJHA Secretary with the required paperwork (SJHA Official's Code of Conduct and the Prohibitive Employment/Working with Children form all duly signed).

4.2 The nominees will be interviewed by a Sub-Committee of SJHA to determine the most suitable candidate to be a team coach. The candidate recommended by the Sub-Committee will be endorsed by SJHA.

4.3 The Sub-Committee will consist of five people, being two representatives from each of the two Area committees (who may also be SJHA Executive members), plus one SJHA Executive Member, provided no person has a direct interest in the outcome of the coach selections. Where a conflict exists, the member of the Sub-Committee will stand down to be replaced by a member of the Executive in the case of the Executive, and a previously nominated reserve in the case of the area representative.

4.4 Where possible, the team coaches as selected by the Sub-Committee are to be advised to the SJHA Committee prior to the selection trials.

## 5. Managers

- 5.1 After the trials, applications for managers for each representative team are to be invited.
- 5.2 The applications are to be submitted and then approved at the next available SJHA meeting. The credentials of the nominee are to be included in the application.

The nominations are to be endorsed by a SJHA club and received by the SJHA Secretary together with the Prohibitive Employment/Working with Children forms and the SJHA Official Code of Conduct, all duly signed (available from the SJHA Secretary).

## **6. Player Movements**

- 6.1 If it is deemed necessary for players to be moved between teams after the SJHA trials at the combined training sessions, then this movement can only be done within the following parameters:
- The team coaches in each age group are to discuss and agree on the move.
  - A written report is to be submitted to the SJHA Secretary for approval by the SJHA Executive clearly stating the reasons for the proposed change and confirming that all coaches agree with the change.
  - No player or parent is to be informed of the proposed change until the matter is approved by the SJHA Executive.
  - If the move is approved, the coaches and managers involved are to be notified in writing that approval has been given.
  - The managers and coaches are to arrange a meeting with the player and parents and provide a detailed explanation about the change.
  - This meeting is to be done discretely to minimise the effect on the player and parents.
- 6.2 If it is determined that a player needs to be spoken to about their commitment, training, attitude, fitness level or behaviour then this is to be done in conjunction with the manager, coach and the player's parents. This is to be done in confidence to ensure that any detrimental effects are minimised. A record of these events is to be kept by the team manager. Copy of this record will be made available to the player's parents if a written request is received by the SJHA Secretary.
- 6.3 If players need to be moved between teams due to player withdrawals, then this movement can only be done within the following parameters:
- The team coaches involved are to discuss and agree on the move, i.e. a player withdraws from a No. 1 team, the No. 1 & 2 coaches discuss & agree, THEN the No. 2 coach discusses with the No. 3 coach re a player to move up.
  - A written report is to be submitted to the SJHA Secretary for approval by the SJHA Executive clearly stating the reasons for the movements and confirming that all coaches involved agree to the change.
  - No player or parent is to be informed of the proposed move until the move is approved by the SJHA Executive.
  - If the move is approved, the coaches and managers involved are to be notified in writing that approval has been given. The player and parent can then be contacted and given training schedules for his/her new team.
- 6.4 Shadows – if shadow players need to be moved into the No. 3 team, then this can only be done within the following parameters:
- U13, U15 & U17 age groups – move 'like for like' where possible, i.e. move a back to replace a back etc.

- b. U11's – the two coaches can 'trial' the shadows to determine who would be best suited for the team.
- c. A written request is to be made by the No. 3 Manager to the SJHA Secretary for approval by the SJHA Executive clearly stating the shadow they would like for the No. 3 team.
- d. No player or parent is to be informed of the proposed move until the move is approved by the SJHA Executive.
- e. If the move is approved, the coaches and managers involved are to be notified in writing that approval has been given. The player and parent can then be contacted and given training schedules for his/her new team.

6.5 In the event that all shadow players have been included then the remaining players who had attended the SJHA selection trials are to be invited to trial to determine who would best suit the team. A written report is to be made to the SJHA Secretary for approval by the SJHA Executive clearly stating which player they would like to move into the team.

6.6 If all trialists have been included and additional players are still needed then the SJHA Secretary is to be advised and the Secretary will, in conjunction with the SJHA Executive, determine the next course of action to take to fill any vacancy.

| Amendment No. | Details                               | Date   |
|---------------|---------------------------------------|--------|
| 1             | Various qualifications as per meeting | 2/9/03 |
| 2             | Various qualifications as per meeting | 3/8/04 |
| 3             | various qualifications as per meeting | 6/6/06 |
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