



HOCKEY NEW ZEALAND

Selection Policy

August 2015

Table of Contents

1. Introduction
 - 1.1. Application
 - 1.2. Responsibility
 - 1.3. Purpose and operational guidelines
 - 1.4. Application of the policy and process
 - 1.5. Definitions
 - 1.6. Preamble
 - 1.7. Selection objectives
 - 1.8. Situations outside of selection policy
2. Selection Panel Appointments
3. Selection Panels
4. Confidentiality Requirements
5. Player Eligibility
 - 5.1. National Team Eligibility
 - 5.2. Region Eligibility
 - 5.3. Multiple Eligibility
6. Exemption Requirements
7. Selection Nominations
8. Criteria
9. Selection Process
 - 9.1. Assessments
 - 9.2. Extenuating Factors
 - 9.3. Selection Events
 - 9.4. Overriding Factors
10. Squad Selection
 - 10.1. NZ Black Sticks Squads
 - 10.2. NZ National Development Squad
 - 10.3. Future Black Sticks Men and Women Squads
 - 10.4. Junior Black Sticks Men and Women Squads

12. Team Selection
 - 12.1. Black Sticks Men and Women
 - 12.2. National Development/New Zealand 'A Team'
 - 12.3. Future Black Sticks Men and Women and Junior World Cup
 - 12.4. Junior Black Sticks Tiger Turf Academy Men and Women

13. Approval and Announcement of National Squads

14. Approval and Announcement of National Teams

15. Replacement of Selected Players
 - 15.1. Grounds for Replacement
 - 15.2. Process

16. Request for Appeal

1. INTRODUCTION

1.1. Application

The selection policy, process and procedures outlined in this document apply to all Hockey New Zealand field hockey players, with the exception of the master's age groups, who are participating in any selection process undertaken to select a Hockey New Zealand squad or team, and any other group specifically targeted to represent Hockey New Zealand in some capacity.

1.2. Responsibility

- 1.2.1 The Hockey New Zealand High Performance Committee is responsible for overseeing the application of the selection policy and due process
- 1.2.2 The High Performance Committee is made up of the High Performance Director, Head Coach – National Men's programme and Head Coach – National Women's Programme. The High Performance Director at times will delegate responsibility for ensuring compliance with the policy and process outlined in this document to the appointed conveners of selectors. It should be noted that at all times the High Performance Director is responsible for overall compliance by coaches, managers and selectors.
- 1.2.3 The High Performance Committee and the High Performance Director are responsible to the Chief Executive Officer of Hockey New Zealand.

1.3. Purpose and operational guidelines

The purpose of this document is to clearly outline the policy, operational process and procedures that apply to the selection of hockey players to participate in a specific event. This includes both male and female field hockey players, of all ages, excluding any specific master's age group selections. These players could be selected for a squad or team group, or they could be selected as a special invitee for a special event for example – training camps, special coaching events, special tournaments, 'one-off' opportunities to play against visiting international teams.

1.4. Application of the policy and process

Consistent and conscientious application of the policy, operations process and procedures outlined in this document will help to ensure the following:

- 1.4.1 Transparency for all stakeholders who are involved in the selection process
- 1.4.2 Improved communication and understanding between stakeholders.
- 1.4.3 Improved planning and execution associated with all aspects of selection
- 1.4.4 Flexibility to respond to selection situations in a fair manner
- 1.4.5 Facilitation of analysis and review of the selection process to ensure quality, consistency and stability between all the selection events that are undertaken by Hockey New Zealand in a given season.

1.5. Definitions

- 1.5.1 The word 'selection' refers to the process that is undertaken and the procedures that are followed within the constraints of the policies outlined in this document, which allow Hockey New Zealand to identify a limited number of individual players, capable of performing to a certain standard, and capable of performing in the team-based environment of hockey.
- 1.5.2 The word 'best' is often used with respect to selection – for example 'the best player'. Please be aware that in this example the word 'best' is a subjective estimation of the worth of a player, against a set of criteria that relate specifically to hockey. It may also relate to a player's ability to undertake or fulfill a specific role in a team environment, or to perform to a specific standard, at a specific hockey event.
- 1.5.3 'Selection Event' refers to any formal hockey event that is observed by a member of the selection panel, which can be utilised for the purpose of making an informed selection decision. Where possible selection events will be identified prior to the commencement of the formal selection process. A selection event will include the relevant age national tournaments, and may include other events for example – inter-regional games, talent programme training sessions, club fixtures, other games, squad training camps, etc. This is not definitive but is intended as an example only.

1.6. Preamble

- 1.6.1 Hockey is a complex, multi faceted game, with a variable game environment that 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. Consequently 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.
- 1.6.2 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.

1.7. Selection objectives

- 1.7.1 The primary selection objective is to select the best available players,
- 1.7.2 The secondary selection objective is to recognise the potential of athletes to participate at an international event and to assist those athletes to achieve their individual potential at national and international level.

1.8. Situations outside of selection policy

Situations outside of this selection policy are to be on application. Any requests for exemptions outside this policy can only be approved by the Chief Executive Officer of Hockey New Zealand.

2. SELECTION PANEL APPOINTMENTS

The National Squads Appointments Panel shall be formed by authority of Hockey New Zealand and is responsible for convener and selector appointments. The appointments panel shall be chaired by a representative from the High Performance Committee and will include the respective National Coach or one other expert as determined by the High Performance Panel.

- 2.1** Applications for people with appropriate expertise will be called for every year for the convener and selector positions. These appointments are annual with an ongoing review.
- 2.2** The appointments panel will review the convener of selectors' applications and make appointment recommendations to the High Performance Director.
- 2.3** The Appointments Panel along with the appointed convener of selectors' will review the selector applications and make appointment recommendations to the High Performance Director.
- 2.4** For the purpose of selection, the National Coaches and the relevant Hockey New Zealand team head coach are automatically part of the selection panel.
- 2.5** Appointed selectors will become part of a 'pool' of selectors, who will be managed and allocated to specific selection panels by the convener of selectors.
- 2.6** If a coach has applied to coach a team that has a family member involved, this will be allowed subject to approval from the High Performance Director, and the coach is to stand aside when selection of the family member is discussed.
- 2.7** When necessary, the coach will have the final approval on team selection (except where there is an acknowledged conflict of interest). If there is a conflict of interest as declared relating specifically to the coach, the National coach will have the final vote. Where there is a recognised conflict of interest, this must be noted in a conflicts register to be managed by the High Performance Director.
- 2.8** It will be a requirement for the appointed selectors to attend National Tournaments and selectors will be encouraged to attend other events including Regional Tournaments, other high level matches held by regions and other premier competitions held throughout New Zealand.

3. SELECTION PANELS

- 3.1** For National and Development Squad selections the selection panel will consist of a minimum of three selectors that will include the National Coach.
- 3.2** For U21 and U18 National Squads, the selection panel will consist of a minimum of up to four selectors and where possible the team coach, either National or National Assistant coach and two other members.

4. CONFIDENTIALITY REQUIREMENTS

- 4.1** All members of a selection panel will be required to sign a Hockey New Zealand Confidentiality Agreement.
- 4.2** Selectors and coaches will not discuss selection matters outside official selection meetings, without the express permission of the convener of selectors. Contravention of the Confidentiality Agreement will lead to removal from the selection panel and possibly from the selection pool.
- 4.3** Selection panel members will be required to declare any conflict of interest in relation to the player selection process they have been assigned to. The convener of selectors will manage a register of 'conflicts'. This 'conflicts register' will be available for review by Hockey New Zealand selectors and the High Performance Director.

5. PLAYER ELIGIBILITY

5.1 National Team Eligibility

To be eligible for selection in a Hockey New Zealand team, the following conditions apply:

- 5.1.1** The player must hold a current New Zealand Passport.
- 5.1.2** The player must be a currently registered and financial playing member of a Hockey New Zealand affiliated association.
- 5.1.3** Attendance at the relevant National Tournament is compulsory for selection unless the High Performance Director has granted an exemption. (For exemption requirements, please see clause 6)
- 5.1.4** If any National Tournament or selection event comprises of more than one weekend or session, players are required to attend all weekends or sessions, unless an exemption is granted.
- 5.1.5** A player may be eligible for more than one national team.
- 5.1.6** There is no age eligibility with respect to National Squad or National Team selection; however players must comply with age eligibility guidelines for relevant National tournaments.
- 5.1.7** Players must comply with any rules of eligibility applied by Hockey New Zealand and relating specifically to the tournament or event that they are being selected for – i.e. gender, age restrictions, performance or specific skill parameters.

5.2 Regional Team Eligibility

To be eligible for selection in a Regional team, the following conditions apply:

- 5.2.1** The player must be a currently registered and financial playing member of a Regionally affiliated association.
- 5.2.2** Comply with rules of eligibility in accordance with the relevant National and Regional policy in place from time to time. Currently those rules of eligibility are as follows:

- a) Current National Squad members will play for their Region of Origin
- b) Players other than National Squad members can elect to represent either their Region of Origin or their Region of Residence
- c) Players may represent one Region only in any given year unless covered by extenuating circumstances approved by the CEO of Hockey New Zealand

5.3 Multiple Eligibility

- 5.3.1 A player who is eligible for more than one Hockey New Zealand team must attend, unless otherwise approved by the High Performance Director, the final four training sessions of the team whose National Tournament is to occur first.
- 5.3.2 If there is a clash of priorities the matter shall be referred to the respective national coach.

6. EXEMPTION REQUIREMENTS

- 6.1 If a player is unable to attend the relevant National Tournament and wishes to stand for selection they must request an exemption. The requirements for requesting an exemption are:
 - 6.1.1 All requests for exemption must be in writing and received by the High Performance Director no later than 5.00pm, five working days prior to the commencement of the National Tournament.
 - 6.1.2 If unforeseen circumstances cause a player to be unable to attend a National Tournament within 5 days of the tournament, the player should notify the High Performance Director as soon as possible of these circumstances and submit a subsequent written request for exemption.
 - 6.1.3 Requests for exemption must include evidence of the reason for the absence. In circumstances where a player is injured or suffering an illness, a doctor's certificate is required. In circumstances where a player has a work commitment, a letter stating such from the employer is required. In circumstances where a player has exams during the National Tournament, evidence would need to be provided of these compulsory exam responsibilities. In the event of bereavement or other extenuating circumstances, the High Performance Director will make a decision on an individual case basis.
- 6.2 All players who are unable to attend the relevant National Tournament due to a commitment with a national hockey programme will be granted an automatic exemption.
- 6.3 Attendance at all selection trials and official training sessions is essential. New Zealand squad players' attendance at selection trials and official training sessions will be subject to the discretion of the High Performance Director in consultation with the convener of selectors.
- 6.4 If a player is unable to attend selections trials or training sessions, they must request an exemption in order to remain eligible for consideration in the selection of the squad/team. Requirements of an exemption are as in 6.1.3, with evidence to be provided to the team manager.
- 6.5 Other special circumstances for non-attendance at the National Tournament, selection trials or training sessions will be considered by the High Performance Director on application.

7. SELECTION NOMINATIONS

THE TEAMS REQUIRE NO PRE-EVENT SELECTION NOMINATIONS. It is requested that associations competing at National Tournament nominate eligible players who wish to be considered for National Squad or team selection prior to the National Tournament. The regional team coaches are to provide a ranking for all players.

The selectors may also approach players, or their respective team coaches or managers, during selection events seeking the player's interest to be considered for National Selection.

8. CRITERIA

- 8.1 The selection criteria are determined by the High Performance Committee in consultation with the National programme where appropriate.
- 8.2 The following criteria will apply in the selection process used by the selectors and coaching personnel appointed by Hockey New Zealand in respect to Hockey New Zealand National Teams:
 - 8.2.1 Performance at events (within the twelve months prior to selection to the squad) which may include performance at International matches, National Tournament, regional tournaments and any formal event observed by the national coaching staff or selectors i.e. high performance camps, regional camps or training sessions, local competition performances.
 - 8.2.2 Physical capacities – includes speed over a variety of distances (0-10m, 30-40m & 0-40m), aerobic, strength and agility. Formal testing for all these attributes may not necessarily be performed. Aerobic capacity may be tested utilising the 'beep' test and/or the 'Yo Yo' test. All players may be fitness tested during squad training for all national teams as part of the overall selection criteria.
 - 8.2.3 Technical Competence – core skills include receiving, possessing, hitting, pushing, dribbling, tackling, intercepting, overheads, marking, leading, eliminating, goal shooting, and set plays (penalty corners/strokes/goal keeping).
 - 8.2.4 'Tactical Nous' – tactical ability – includes reading the play, involvement in the game, on-field decision-making and positional flexibility. Ability to apply and utilise information provided by coaching staff and related to team or individual performance.
 - 8.2.5 Potential to Improve – present performance level relative to past performances.
 - 8.2.6 Competitive Ability – mental toughness, strength, temperament, determination, commitment, performing in adverse conditions, coping with setbacks/criticism and persistence.
 - 8.2.7 Attitude – individual application in training and competition. Attendance, availability and ability to rehabilitate from injury.
 - 8.2.8 Team/Squad Orientation – an individual's ability within a team sport, to 'fit in' and influence the squad/team in a positive manner.

- 8.2.9 Communication – the ability of the player to communicate positively with 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 un-emotive manner to allow for positive discussion to resolve problems.

9. SELECTION PROCESS

9.1 Assessment

The selection of national teams representing New Zealand at International competitions, matches and special events is based on:

- 9.1.1 Performance over a 12-month period
- 9.1.2 Assessment by National Team coaches and Hockey New Zealand selectors
- 9.1.3 Attendance at National Tournament and trials
- 9.1.4 Selection Criteria

Selection may also include:

- 9.1.5 Proven performance during the competition season
- 9.1.6 Performance at regional programmes, High Performance camps, regional games and domestic competitions;
- 9.1.7 Input from the regional coaches and National Coaches
- 9.1.8 With respect to player performance at a number of events, it should be clear that while the selection panel will have the final responsibility for making a selection decision, input regarding performance may be sought from a number of different people with varying degrees of expertise. These people may or may not be restricted to include Hockey New Zealand selectors, national team coaches, regional coaches, coaching staff at camps, coaches of invitational teams, association coaches, national programme coaches.

9.2 Extenuating factors

When considering the selection or non-selection of a player into either a national team or squad, or for any event sanctioned by Hockey New Zealand, the selection panel may, at their discretion, give weight to extenuating factors or circumstances not specifically outlined in this document. If something unforeseen does arise, the selection panel will make recommendations to the High Performance Manger for consideration and if warranted, an exemption.

9.3 Selection Events

- 9.3.1 The selection process may be conducted over a number of EVENTS; and performance at a number of events may be taken into consideration by the selection panel.
- 9.3.2 Attendance at selection events and all nominated team training events is compulsory. In special circumstances an exemption may be granted to a player.
- 9.3.3 All selection event formats are subject to budgetary constraints and must be approved by the High Performance Director.
- 9.3.4 Selection events may be conducted in regional areas.
- 9.3.5 Information regarding selection event dates, times and venues will be circulated as soon as practicable to all participants. Any difficulty in attending should be conveyed immediately to the High Performance Director in writing.
- 9.3.6 Where late changes are necessary the selection panel will be authorised to make the necessary adjustments. The adjustments will be subject to final approval by the High Performance Director.
- 9.3.7 The convener of selectors in consultation with the High Performance Director will organise team and match sheets and present copies to selectors prior to and during each selection event.
- 9.3.8 Elimination of players during the trial period will be made, if necessary, at the discretion of the selectors and wherever possible, players will be notified that they have not met the selection criteria.

9.4 Overriding Factors

- 9.4.1 In considering the performance of players at tournaments, tours, selection events, training camps or other attendances required under this policy, the selection panel may, at their discretion, give weight to extenuating factors.
- 9.4.2 Players unable to compete at tournaments, selection events, training camps or other attendances required under this policy, must advise the High Performance Director in writing of this fact and the reasons therefore, at least 24 hours before the commencement of the specific event. Inside 24 hours players are to advise the national team coach and or manager.
- 9.4.3 If a player has not been selected in a squad due to unforeseen or extenuating circumstance, i.e. has not been given a fair and equal opportunity, the High Performance Director in discussion with the High Performance Committee reserves the right to add that player to the appropriate squad, for the duration of the selection period, even if the maximum number of players has been filled.

10. SQUAD SELECTION

10.1 Black Sticks Squads Men and Women

A squad with a maximum of 25 players will be selected from the National Hockey League each year.

10.2 National Development Squads Men and Women

A squad with a maximum of 10 players will be selected from the National Hockey League. Up to 5 additional players can be added from the National U21 and National U18 Tournaments.

10.3 Future Black Sticks

A squad will be selected from the National Under 21 Tournament each year. This squad can be added to following National Hockey League and U18 Tournament.

10.4 Junior Black Sticks

A squad will be selected from the U18 National Tournament each year. This squad can be added to following the National Hockey League and U21 Tournament.

11. TEAM SELECTION

11.1 Black Sticks Teams Men and Women

THE NATIONAL SELECTION PANEL WILL SELECT TEAMS FOR EACH INTERNATIONAL TOURNAMENT, SERIES OR EVENT THAT THE NATIONAL TEAMS PARTICIPATE IN.

11.2 Junior Black Sticks Men and Women

Teams for the major international tournament the Junior Black Sticks will compete in will be selected from the Junior Black Sticks National Training camp by the national U21 selection panel. THE NATIONAL U21 SELECTION PANEL WILL SELECT THE TEAM FOR ANY ADDITIONAL MATCHES, SERIES OR EVENTS THE TEAM PARTICIPATES IN.

11.3 Junior Tiger Turf Academy Teams Men and Women

Teams for the major international event the Junior Tiger Turf Academy Teams are to compete in will be selected from the Junior Tiger Turf Academy National Training Camp by the national U18 selection panel. THE NATIONAL U18 SELECTION PANEL WILL SELECT THE TEAM FOR ANY ADDITIONAL MATCHES, SERIES OR EVENTS THE TEAM PARTICIPATES IN.

12. APPROVAL AND ANNOUNCEMENT OF NATIONAL SQUADS

12.1 Squads are selected by the selection panel and may be announced following the conclusion of the National Tournament, and a period of consideration and consultation, and are subject to final approval by the High Performance Director/Chief Executive Officer. The convener of selectors will submit the squad to the High Performance Director at the conclusion of the final squad selection event.

12.2 National Black Sticks Squads and National Development Squads for men and women will be named following the conclusion of the National Hockey League in accordance with the Hockey Players Association Memorandum of Understanding.

- 12.3** Future Black Sticks and Junior Black Sticks Squads for men and women will be announced publicly following the conclusion of the relevant tournaments and following a period of consultation and consideration from the selection group. (Teams will be announced via the Hockey New Zealand web-site no later than two weeks post the conclusion of the National Tournament(s))
- 12.4** Announcement dates will be determined on an annual basis in consultation with the High Performance Director, convener of selectors and the national team coaches.

13. APPROVAL AND ANNOUNCEMENT OF NATIONAL TEAMS

- 13.1** Teams as selected by the selection panel are subject to ratification by the High performance Director.
- 13.2** The team announcements process will be determined by the High Performance Director, convener of selectors and High Performance Committee. If agreed by all parties, the team can be announced at the conclusion of the relevant National Tournament.

14. REPLACEMENT OF SELECTED PLAYERS

14.1 Grounds for Replacement

- 14.1.1** Injury or Illness: A player who is injured or ill may be assessed by a doctor nominated or agreed to by Hockey New Zealand, who will assess the player in conjunction with the National Team Coach.
- 14.1.2** Loss of Form: A player being considered for replacement due to loss of form shall be counseled by the relevant National Coach to give them the opportunity to rectify the situation. The High Performance Director will be advised of the situation and a mutually agreed time frame will be set by the coach and player for the situation to be reassessed.
- 14.1.3** Breach of Discipline: A player being considered for replacement due to a breach of discipline, including failure to observe any relevant Hockey New Zealand policy, the Hockey New Zealand Code of Conduct or the Hockey New Zealand Player Contract, will be counseled by the relevant national coach to give them an opportunity to rectify the situation. The High Performance Director will be advised of the situation and a mutually agreed time frame will be set by the national coach and player for the situation to be reassessed. The High Performance Director will report such breaches to the Chief Executive Officer in a timely manner.
- 14.1.4** Breach of Anti-Doping Policy: Any player who breaches the Hockey New Zealand Anti-Doping Policy will automatically be removed from the relevant national squad or national team and will be replaced. All penalties relating to these breaches will be as per the Hockey New Zealand guidelines. The High Performance Director will report such breaches to the Chief Executive Officer in a timely manner.
- 14.1.5** Ineligibility: Any player who is deemed ineligible or becomes ineligible for the national team or squad will automatically be removed and replaced. The National Coach will report such breaches to the High Performance Director in a timely manner.

14.2 Replacement Process

If a selected player is unable to continue or is removed as a representative of a national team, the procedure for a replacement player is as follows:

- 14.2.1 The convener of selectors will be consulted.
- 14.2.2 Consideration will be given first to identified national squad athletes.
- 14.2.3 Consideration will then be given to other identified players from the selection process should this be necessary.
- 14.2.4 The selectors will then fill this position with the player judged most suitable: possessing the required degree of skill and showing consistent performance.

15. REQUEST FOR APPEAL

- 15.1 A player may request a review of any given selection decision by submitting a request for an appeal including the grounds for a review to the High Performance Director within five working days of the announcement of the relevant selection decision.
- 15.2 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.
- 15.3 Each request for appeal shall be accompanied by a fee of \$150. The High Performance Director on reviewing the appeal has discretion to waive the appeal fee.
- 15.4 The Chief Executive Officer shall appoint an Appeals Panel to determine the appeal. The Appeals Panel will consist of a minimum of 3 people one of which will be a representative of the Hockey New Zealand High Performance Committee.
- 15.5 All requests for appeals must be submitted in writing, and may be submitted by post, email or facsimile.

By post to:
The High Performance Director
Hockey New Zealand
PO Box 67088
Mt Eden, Auckland 1349
- 15.6 Requests for appeal via post need to ensure they are post marked no later than five working days following the official announcement of the relevant selection decision of the squad or team. Requests for appeal via facsimile or email must be received within five working days.
- 15.7 Each request for appeal shall be accompanied by a fee of \$150 that shall be forfeited to Hockey New Zealand if the request for appeal is held by the Appeals Panel to be frivolous or groundless.
- 15.8 If a request for appeal is lodged via email or facsimile, contact should immediately be made with the High Performance Director to confirm receipt of the email or facsimile and to confirm how payment of the \$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 HPM has agreed to extend the time for payment of the fee.

- 15.9** It should be remembered that in general an appeal will only be considered if the selection policy was not adhered to, or the player was not given 'fair' and 'equal' opportunity during the selection process.
- 15.10** 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.