

CAMBERWELL HOCKEY CLUB - MEN'S SECTION

2023 TEAM SELECTION GUIDELINES FOR SENIOR TEAMS

Pre-season

Pre-season is a time for developing fitness and skills.

A specific invitation to train pre-season with a particular squad is not necessarily a reflection of the level that the player will play during the season, it is not unusual that during pre-season a player may be asked to train with a higher squad.

Pre-season will be used as an opportunity for players to be stretched and coaches to assess skill and potential. This should not necessarily be seen as an indication of where the player will be selected once the season starts.

Similarly, not being asked to train with a particular squad during pre-season is not to be taken that a player will not be considered for selection in that squad for the first round or during the year, nor that the player is not considered to have potential to play in that squad in future seasons.

During the season

Once the season starts, squads may be announced.

Again, it is to be remembered that during the season there may be movement up and down over the duration of the season. The teams will be drafted from the start of the week with communication of the teams released on Thursday evening or as close as possible around the time. Last minute changes can cause these selection decisions to be released later than this indicated time.

Finals Eligibility

Largely due to our own success CHC is burdened by the HV anti- stacking rules. This often means that by round 10 players are likely to be placed in the same team for the balance of the year to ensure their eligibility for Finals. In some instances, players will be asked to double up to try and keep finals selection flexible.

We recognize this at times creates unfair results, as the playing form of a player may change post round 10.

All coaches must have a frank discussion with those players who may be affected by anti- stacking by the end of round 9, so that informed decisions can be made by the coach and player concerned, The player should be provided the option to agree to playing down to balance their game quota eligibility in the lower team, or accept the risk that by playing in the higher team that means player a greater portion of games in the higher team than the lower team, and in the event selection in a finals team is not guaranteed, they may risk not being eligible to play in the lower team in the final series if their game quota can not be obtained

Secondary School Students

- (a) The Committee recognises the time and physical restrictions placed on all players but particularly secondary school students due to:
 - (i) School Work;
 - (ii) School Sport;
 - (iii) CHC Junior Hockey;
 - (iv) Extra- curricular activities other than Club Hockey, including playing other sports;
 - (v) International/ State training and tournaments.
- (b) Secondary school students and their parents or guardians are advised that the Committee is concerned first and foremost with the students' academic and overall general wellbeing and are reminded that a player has many years to play hockey. In general it can take three or four seasons (or even longer) for a player to reach their highest grade potential.
- (c) Playing senior hockey against mature men is can be challenging at the best of times and may be particularly challenging for a player still in their teenage years. The Committee recognizes and understands that boys mature at different stages and times and remind parents that a boy may have all

the talent and skill but lacks the physical and emotional maturity of his peers to play senior hockey at all or to play at the same level of his peers during these late teenage years.

- (d) It is for these reasons that secondary school students, their parents or guardians are advised not to judge the CHC Men's section selection process by comparison with other Hockey Clubs.
- (f) Secondary school students, their parents or guardians are encouraged to discuss at the beginning of each season and to continue to do so during the season proper with the relevant coach and any relevant Section Coordinator the player's:
 - (i) Workload including the matters in paragraph (a) of this sub paragraph;
 - (ii) Injuries;
 - (iii) Any other matters of concern.
- (g) In seasons where CHC fields an Under 18 team, players may elect to play only Under 18, only seniors or both (subject to paragraph (a) above). The Under 18 competition is generally regarded as a more "social" competition able to accommodate workloads during senior secondary school years.

General Criteria Applicable for all Senior Teams

Team selection for any senior team shall take into account, but not necessarily be restricted to the following matters, which are not listed in order of precedence:

- (i) Team balance (across positions and generally seeking a mix of senior, current and emerging player to ensure future succession).
- (ii) Team match up with the opposition.
- (iii) The form of individual players.
- (iv) Training attendance and performance of the individual player.
- (v) Skills of the individual players.
- (vi) Player availability.
- (vii) Injury management.
- (viii) Whether the player is a Secondary School student.
- (ix) Development opportunities for players as a whole.

For players seeking promotion within the grades, their attitude, ability, development potential and training will all be taken into account.

All players must realize that **the Club** comes first and there may be times where team balance and development takes precedence over an individual's form or commitment.

In particular:

- (a) Players cannot assume they are playing for the same team each week. Just because a player was in a particular team one week.
- (b) The prime focus for coaches and team managers is player welfare and this takes precedence over anything else. .
- (c) There will be last minute changes that will require departure from the process. This may result from injury or unavailability. This needs to be recognized and respected by all and will require careful management as multiple teams may be impacted.
- (d) Games are scheduled on Saturday afternoon and Sundays and players are expected to have made themselves available for either day unless they have advised their respective coach or team manager.

Communication

Communication is essential between all coaches, players and team managers. In particular the following principles apply:

- (a) Where a player is demoted from one team to selected in a lower grade team that they have been routinely selected another the coach from whose the higher grade team the player was demoted is to

ensure the affected player understands the rationale for their movement and is given clear areas to improve or continue to improve.

- (b) It is the individual player's responsibility to inform their coach or team manager of their unavailability to train or play and why. Failure to do so in a timely manner may be taken into account in selection decisions
- (c) It is the individual player's responsibility to inform their coach or team manager if they are injured and the nature of the injury, to ensure the injury is managed appropriately to assist in proper recovery and allow for efficient management of the player group as a whole.
- (e) Selected teams for any given week will be sent to the players by electronic mail and subject to any unforeseen circumstances will be emailed by 4.00 p.m. on the Friday before each weekend of competition.
- (f) Every player registered to play in a senior team is expected to be available for selection in any given week unless they have otherwise notified their respective Coach by midday on the Thursday before that weekend of games

Movement of players between teams

1. Always must be in accordance with the Selection Guidelines
2. If a player is to play in a team below their normal team, the higher team coach is to speak/email/etc with lower team coach first, to aim for seamless transition of player and consistency of messaging. Player to be told face to face (where possible) by the higher team coach
3. If players are needed for higher up team - expectation is that higher team coach will provide lower team coach with early visibility (over email or phone) of their need and why. Reasons for this:
 - the lower coach may know of a reason the player can't (or shouldn't) play in the higher team
 - Player to be told face to face (if possible) by the lower team coach
 - No veto by lower coach - however communication between coaches is key
- When talking to a junior about playing down or up, a parent should hear the conversation either first or with the player present. Follow up with an email to junior repeating what was said in conversation. Copy the other coach.

Selection Process

Selection of teams for the various sections is carried out as follows:

(a) ***Premier League:***

PL selection is by the PL coach who may consult with the PL Reserves Coach or any other Coach deemed necessary to consult with, any appointed PL Coordinator or any appointed Chair of Selectors or the Player Liaison Officer. Attendance at a minimum of two training sessions per week (which may include representative or school commitments) is generally expected.

(b) ***Premier League Reserves:***

PL Reserve selection is by the PLR coach in consultation with the PL coach each of whom may consult with or any other Coach they deem necessary to consult with or any appointed Chair of Selectors or the Player Liaison Officer. The MPLR teams intends to will follow a 5-5-5 method (5 core players – 5 younger players – 5 players to best fit the team dynamic). Attendance at a minimum of two training sessions per week (which may include one representative or school training commitment in discussion with coaches and consistent with player welfare) is generally expected.

(c) ***Pennant A/B:***

Pennant Grades are selected by their Coach in consultation with any other Coach they deem necessary to consult with and any appointed Pennant Coordinator or the Player Liaison Officer. Attendance at a minimum of one training sessions per week (which may include representative or school training commitments in discussion with coaches and consistent with player welfare) is generally expected. Selection impression will be placed upon training an average of a minimum of once a week whilst also team dynamic and best available players for the week.

(d) ***Pennant C/E & Metropolitan Grades:***

Metropolitan Grades are selected by their Coach in consultation with any other Coach they deem necessary to consult with and with any appointed Metropolitan Coordinator or the Player Liaison Officer. Attendance at training regularly will carry weight in selection, however the objective of these grades is to ensure as many players as wish are able to play hockey.

Review of Selection

While all attempts are made to be objective in the selection of all teams, ultimately it is recognized by the Committee that selection decisions are subjective and disputes may arise.

The Committee encourages coaches, players and parents or guardians (in the situation of secondary school students or players under 18 years of age) to act in good faith to try and resolve any selection dispute that may arise.

In the event that a dispute arises the following review process is available to players and coaches.

Step 1- Discuss with respective Coach

Step 2- Discuss with Player Liaison Officer

Step 3- Discuss with CHC Men's Chair

Step 4- Grievance Procedure

A player who has undertaken Steps 1, 2 and 3 but remains dissatisfied with the outcome of such discussions can invoke the procedures for grievances, disputes and complaints set out in clauses 24 - 29 of the By Laws.

1. Richard Harris, Player liaison Officer – 0412 237 029
2. Nick Ryan, Men's Section Chair – 0409 817 836
3. Rosemary Kelly, Member Protection Officer – 0414 328 706

Signed

Nick Ryan

Chair of the Men's Section of the Camberwell Hockey Club Inc.

Dated: 1 January 2023.