

**CAMBERWELL HOCKEY CLUB- MENS SECTION**  
**2018 TEAM SELECTION GUIDELINES FOR SENIOR TEAMS**

**A. Background**

The Men's Section will be fielding up to 20 teams in 2018, being Premier League, Premier League Reserves, Pennant A, Pennant B, Pennant C, Pennant D, Pennant E and Pennant F and two Metropolitan B Grade teams (**Senior teams**) and potentially 8 Monday Night Master Teams and 2 Wednesday Night Masters Teams (**Masters teams**).

The purpose of these guidelines is to clarify the basis on which players will be selected for the Senior teams only. Selection for the Masters teams will be the responsibility of the Masters sub-committee.

Senior teams are selected on a hierarchical basis from the most senior team to the lowest ranked Metropolitan team.

**B. 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 on 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.

**C. 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.

**D. Overseas Players**

The CHC Men's Section Committee (**the Committee**) endorses players from other Countries to play at Camberwell in all levels.

The Committee sees this as beneficial to the Men's section by not only broadening the talent of the playing base but also just as importantly adding to the cultural diversity of the Club as a whole and at the same time providing an opportunity for our own players to travel and play overseas.

### **E. 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.
- (c) Playing senior hockey against mature men is challenging at the best of times and 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 players:
- (i) Workload including the matters in paragraph (a) of this sub paragraph;
  - (ii) Injuries;
  - (iii) Any other matters of concern.

### **F. Selection Objectives**

The Committee has three fundamental selection objectives for the players representing the men's senior teams:

- (1) Ensure that players chosen to represent the Club at Premier League level (Seniors and Reserves) are of the highest possible standard to enable the Club to achieve the best possible results in the Premier League competition.
- (2) Select ranked teams for Pennant competitions so as to:
  - Maximise the potential for teams to win games, finish on top of the ladder, win the grand final or avoid relegation.
  - To underpin the future success of the Club by providing developing players with

increased opportunities to compete in Pennant teams for development purposes.

- Promote an appropriate Club culture within these levels
- (3) Select ranked teams for Metropolitan competitions so as to:
- Maximise the potential for teams to win games, finish on top of the ladder, win the grand final or avoid relegation.
  - Recognise that those playing at Metropolitan level may well have work and personal commitments which restrict their training and at times playing availability.
  - Develop junior members who show the potential to play in higher grades in later years and to assist them in understanding the protocols around playing with adults.
  - Promote an appropriate Club culture within these levels

### **G. General Criteria Applicable for all Senior Teams**

Team selection for any senior team shall take into account:

- (i) Team balance
- (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. As part of the promotion and demotion process, team Coaches and any Section Coordinators will play a key role.

All players must realize that **the Club** comes first and there may be times where team balance and development takes precedence.

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, does not mean instant selection in that team for the next round.
- (b) The prime focus for coaches and team managers is player welfare and this takes precedence over anything else.
- (c) The movement of players, up or down, remains at the discretion of the coaches of each Team and will be influenced by the overall goals for each team.
- (d) There will be last minute changes that will require departure from the process. This may result from injury or unavailability. This needs to be recognised and respected by all and will require careful management as multiple teams may be impacted.

- (e) 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.

## **H. 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 another the coach from whose 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.
- (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.

## **I. Selection Process**

The Committee may in its discretion annually appoint a Premier League Coordinator, a Pennant Coordinator and a Metropolitan Coordinator. It may also if it deems appropriate appoint a Chair of Selectors.

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.
- (b) ***Premier League Reserves:***  
PL Reserve selection is by the PLR coach in consultation with the PL coach each of who may consult with or any other Coach they deem necessary to consult with, any appointed PL Coordinator or any appointed Chair of Selectors.
- (c) ***Pennant Grades:***  
Pennant Grades are selected by their Coach in consultation with any other Coach they deem necessary to consult with and any appointed Pennant Coordinator.
- (d) ***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.

## **J. Selection Notification and Availability**

- (a) 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.
- (b) There may be changes to selected teams and such changes will be notified to the affected player(s) by the Coach or that team's Team Manager as soon as is possible.
- (c) 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.
- (d) Players are to understand that unavailability without a valid reason may impact on the player's selection for the next fixture of games.

## **K. Review of Selection**

While all attempts are made to be objective in the selection of all teams, ultimately it is recognised 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**

A player is to first discuss with the coach(es) they have a dispute with as to what actions the player needs to take to gain promotion or to avoid demotion or any other matter of concern that the player has.

In respect of a player under 18 years of age or still at Secondary School then the discussion must involve that player's parent or guardian if so requested by any one of the player, the parent or guardian or their coach(es).

### **Step 2- Discuss with Section Coordinator**

A player who has undertaken Step 1 but remains dissatisfied with the outcome of such discussion is to next discuss his concerns with any relevant Section Coordinator or in the absence of any Section Coordinator having been appointed with any appointed Chair of Selectors.

The Section Coordinator or Chair of Selectors may in his or her absolute discretion involve the relevant coach(es) in such discussion.

In respect of a player under 18 years of age or still at Secondary School then the discussion must involve that player's parent or guardian if so requested by any one of the player, the parent or guardian, any Section Coordinator or Chair of Selectors.

**Step 3- Discuss with CHC Men's Chair.**

A player who has undertaken Steps 1 and 2 (or Step 1 only in the event there is no appointed section Coordinator or appointed Chair of Selectors) and remains dissatisfied with the outcome of such discussions is to next discuss his concerns with the Chair of the CHC Men's Section (**the Chair**) (unless the Chair is also a relevant coach or Section Coordinator or the Chair of Selectors in which case it shall be another person appointed by and from the Committee).

The Chair may in his or her absolute discretion involve any relevant Section Coordinator and the relevant coach(es) in such discussion.

In respect of a player under 18 years of age or still at Secondary School then the discussion must involve that player's parent or guardian if so requested by any one of the player, the player's parent or guardian or the Chair or in his/her absence the representative appointed by the Committee.

**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.

**L. Member Protection Policy**

For the avoidance of doubt nothing contained in paragraph **K** herein shall derogate from any player or in respect of a player under 18 years of age or still at Secondary School the parent of a player, the right to invoke the CHC Members Protection Policy in respect of any dispute concerning or arising out of that person's selection or non-selection in any team.

**M. Review of Team Selection Guidelines for Senior Teams**

This selection process may be reviewed from time to time by the Committee in its absolute discretion subject to approval by the CHC Board.

**Richard Harris**

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

**27 April 2018.**