



HOCKEY SELECTION CRITERIA



NSWIS SELECTION GUIDELINES - HOCKEY

NSWIS Aim

The NSW Institute of Sport (NSWIS) will work in partnership with sport to deliver programs that will develop and assist identified high performance NSW athletes and coaches to achieve excellence and success at international level.

NSWIS will be a major player in the delivery of internationally recognised programs, coaching and services to achieve world-class performance as a part of an effective, nationally coordinated, high performance sport network.

Program Purpose

The NSWIS Hockey Program, in partnership with Hockey Australia (HA) and Hockey NSW (HNSW) will develop pathway athletes collectively to ensure hockey is the benchmark Australian team sport, delivering a daily performance environment predominantly for pathway athletes with support for national and state campaigns and system initiatives.

Selection Aim

The aim of selection is to ensure the best and most suitable athletes available are included in NSWIS programs, according to program description, selection processes and criteria as agreed.

Program Description

Target Athlete Group

NSW players aged 16 and over, selected for NSW State Age and senior squads/teams and National squads/teams, demonstrating potential to represent at National and International Competitions.

NB: All athletes must be Australian citizens and current financial paying members of Hockey NSW (HNSW) to be nominated for NSWIS Squad scholarship. An athlete who does not reside in NSW but is eligible to represent NSW at National Championships may be selected, but only after referral to and authorisation by the PPMG.

Structure

Centralised (SOPHC) with decentralised feeder programs from state, pre-elite, Regional Academies of Sport, satellite and metro squads/teams.

Maximum no. of scholarships

- Total NSWIS scholarship numbers: Approx. 40 (20 men and 20 women) (+15 Graduates)

Selection Criteria

Athletes will be eligible for inclusion into the NSWIS Hockey Squad based on their performance relative to selection criteria for one of the scholarship categories listed below.

NB: 'Eligibility' does not necessarily guarantee an NSWIS scholarship offer. This will be dependent on the number of scholarships available and athletes will be ranked by performance accordingly and will need to gain the necessary recommendation from the Head Coach and subsequent approval by the Performance Planning and Management Group (PPMG).





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Hockey Disciplines covered by NSWIS Selection

The selection of athletes for the NSWIS Hockey Program covers field events for males and females included in FIH World Championship events and the Olympic Games and Commonwealth Games.

NSWIS Scholarship Categories

There are 3 scholarship categories within the NSWIS Hockey Program.

Category	AWE Criteria
Podium, Podium Potential and Podium Ready Approx. 15 athletes (Graduates)	<p>HA selected member of the National Squad competing at International level in benchmark and/or other International events and capable of maintaining performance at this level. Podium and Podium Potential athletes will be on HA Scholarship and/or being supported by HA during targeted phases of training and competition. Some podium and podium potential athletes may be within the NTC environment</p> <p>*Podium & Podium Potential athletes centralised in Perth with National Program. Decentralised athletes (as agreed with national coaches) to be supported by NSWIS with support as required by national program.</p>
Developing Approx. 15 athletes	<p>HA selected member of the Development Squad capable of reaching Senior squad status within 1-3 years or NTC athlete with potential to progress to Podium or Podium Potential within the National Senior squad within 1-3 years. Developing athletes predominantly supported through the NTC network with HA support for targeted development and access to the HA Visiting Athlete agreements</p> <p>*Developing and Emerging athletes to be based & supported primarily in the NSWIS/NSW DTE.</p>
Emerging Approx. 25 athletes	<p>Nationally identified athlete targeted for immediate junior international competition. Such competition may include Junior World Cup, Youth Olympic Games, regional tournament competition or targeted test matches. Athletes possess the potential to progress to National Development Squad within 1-3 years and International class athlete status within 4-7 years. NTC/State identified athlete with potential to progress to National Junior squad within 2 years and Developing International class athlete status 4 years. Emerging athletes predominantly serviced and developed through a combination of targeted HA development activities and NTC/SSO support</p> <p>*Emerging athletes will be fully supported through the NTC network</p>

* Refer to Appendix 1 for 2017 Hockey Australia (HA) National Categorisation Framework.





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Non-Categorised HA athletes – principles for inclusion on NSWIS Scholarship (within NSWIS Squad Capacity)

In addition to Hockey Australia categorised athletes, a number of athletes have been included for scholarship at the Emerging level according to the below principles in consultation with HA and HNSW, in consideration of the local pathway and environment and in response to changes in categorisation in 2017.

- Where injury has prevented an athlete performing in national championship or other selection event.
- Where positional gaps are identified by both HNSW, HA and NSWIS for National groups.
- Where positional gaps are identified by both HNSW and NSWIS for State campaigns teams.
- Where HNSW and NSWIS coaches agree that the accelerated/specialised development environment which NSWIS can provide is warranted for that athlete at this time due to limitations in the athlete's current Daily Training Environment.
- Where athlete has shown progression in previously IPP areas.
- Where the athlete is not deemed to have significant previously identified technical, tactical, mental, physical or life limitations to progression relative to other players in their position (refer to HA FTEM)
- Where an athlete has been selected in a national squad in the previous year (Applies to athletes who went to Junior Worlds but did not break into the development squad).
- Inclusion of Futures athletes if there is capacity within the NSWIS program in particular if athletes were on Scholarship in previous year and the Head Coach believes athlete can reach National Junior Squad selection in the scholarship year or are specific identified talent.

Selection Timeframes

The NSWIS squad will be selected in December each year. Athlete scholarships will commence on **1 January through to 31 December** of the same year. Athlete scholarships will be reviewed in June each year.

NSWIS Selection Guidelines

Squad Selection Ratification

The Head Coach will nominate potential scholarship holders to a selection panel. The selection panel will comprise of the key program partners including the nominated PPMG signatories from the National and State sporting organisation.

Where a conflict of interest exists with any member of the panel (e.g. when a member has a personal involvement with an athlete under consideration), that member will exclude themselves from any decisions relating to identified athlete/s.

NB: Selection criteria will be reviewed annually by the PPMG.

NB: Selection to the NSW State teams and National teams is independent from NSWIS Squad athlete selection or membership. Athletes are under no obligation to accept a NSWIS scholarship offer.

Accepting and Maintaining a NSWIS Scholarship

The NSWIS Scholarship athletes must sign and abide by a NSWIS Athlete Agreement and Athlete Code of Conduct for the term of the scholarship. It is the responsibility of the athlete to ensure all conditions of the Agreement are met at all times, including maintenance of a healthy lifestyle and fitness.

The composition of the squad may be amended by the PPMG at any time where an athlete's scholarship is withdrawn based on an athlete's performance review, or an athlete meets selection criteria during the course of a scholarship year.





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The level of scholarship an athlete receives is performance based. All scholarships will be reviewed 2 times per year. These will be held on a 6 monthly basis following the domestic and international seasons.

Following each review, NSWIS athletes will either remain at their current scholarship level or be nominated by the NSWIS Head Coach to be moved to another scholarship level. Athletes who perform below expectation and do not meet expected performance indicators when they are on Emerging Athlete Program level may have their scholarship withdrawn.

Athlete Withdrawal from NSWIS Sport Squad Scholarship

An athlete wishing to withdraw from their NSWIS Scholarship may do so by informing the NSWIS Head Coaching writing at any time.

Any equipment loaned to an athlete through the NSWIS Program must be returned to the Head Coach upon withdrawal of a scholarship. Athletes who do not return equipment will be liable for the cost of all outstanding equipment.

Scholarship Suspension / Termination

An athlete's scholarship may be suspended or terminated where s/he breaches the NSWIS Athlete Agreement, Code of Conduct, Sport Code of Conduct (or equivalent) and/ or brings the Institute and / or the Sport into disrepute.

In this instance the NSWIS CEO, in consultation with the Program Partners will recommend to the NSWIS Board, the suspension or termination of the athlete's scholarship.

The NSWIS Board is the only body that has the power to terminate or suspend an athlete scholarship. The athlete, Head Coach and Program Partners will be advised in writing of the outcome.

Athlete Appeals Process Relating to Non-Selection of NSWIS Athlete Scholarship

Athletes may appeal non-selection to the NSWIS or withdrawal of a scholarship by contacting the Coordinator of the NSWIS Appeals Panel in writing within two weeks of withdrawal or non-selection. The NSWIS Appeals Panel will hear all appeals within two weeks of notification and will consist of the Coordinator and PPMG. The Coordinator may appoint an independent to the Appeals Panel where deemed necessary or at an athlete's request. A full report of the Appeals Panel's decision will be forwarded to the athlete and NSWIS CEO within one week of the Appeals hearing.

Athletes may be accompanied by a support person of their choice at all times during the Appeals process.





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APPENDIX 1

2017 Hockey Australia (HA) Athlete Categorisation Framework:

NESC Athlete Scholarship Categorisation	Hockey Australia Status	Description	HA Selection	Servicing
Podium	National Senior Squad	HA selected member of the National Squad competing at International level in benchmark and/or other International events and capable of maintaining performance at this level	National Selection Panel led by National Coach, governed by HA National Selection/AOC and ACGA policies and guidelines	Podium and Podium Potential athletes will be on HA Scholarship and/or being supported by HA during targeted phases of training and competition Some podium and podium potential athletes may be within the NTC environment
Podium Potential				
Developing	National Development Squad	HA selected member of the Development Squad capable of reaching Senior squad status within 1-3 years	National Selection Panel led by the National Coach, governed by HA National Selection Policy	Developing athletes predominantly supported through the NTC network with HA support for targeted development and access to the HA Visiting Athlete agreements
	NTC Athlete	NTC athlete with potential to progress to Podium or Podium Potential within the National Senior squad within 1-3 years	NTC Selection criteria. led through HA AWE categorization endorsed by HA through the PPMG HA representative	
*Emerging	National Junior Squad	Nationally identified athlete targeted for immediate junior international competition. Such competition may include Junior World Cup, Youth Olympic Games, regional tournament competition or targeted test matches. Athletes possess the potential to progress to National Development Squad within 1-3 years and International class athlete status within 4-7 years	National Junior Selection Panel led by the National Junior Coach, governed by HA National Selection Policy	Emerging athletes predominantly serviced and developed through a combination of targeted HA development activities and NTC/SSO support. Emerging athletes will be fully supported through the NTC network.
	NTC/State Identified Athlete	NTC/State identified athlete with potential to progress to National Junior squad/Futures within 2 years and Developing International class athlete status 4 years	NTC Selection criteria, led through HA national categorization endorsed by HA through the PPMG HA representative	
Recognised Future Athlete - not categorised	State Development Program	Nationally recognised athlete with potential to progress to National Junior squad within 2 years and International class status within 4-7 years.	Futures athletes recognition is led by National Junior coach, in collaboration with the SSO talent development staff and the NTC network coaches	Recognised Future Athletes will be developed and supported through SSO 'Emerging Talent Programs' or similar, and not nationally categorised.