

SOUTH AFRICAN HOCKEY ASSOCIATION

Selection Policy

November 2016

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INTRODUCTION

1.1. Application

The selection policy, process and procedures outlined in this document apply to all sectors of South African Hockey Association hereafter referred to as SAHA, who are participating in any selection process undertaken to select a National squad or team, and any other group specifically targeted to represent South Africa in some capacity, excluding any specific master's age group selections. This policy, on an annual basis, is reviewed and ratified by the Council of South African Hockey. The Master's age groups are excluded due to the fact that they can never hold national colours, however are required to follow the same free and fair processes detailed in this policy when selecting invitational sides, as affiliate members of the SAHA.

1.2. Responsibility

- 1.2.1 The High Performance (HP) Panel is responsible for overseeing the application of the selection policy and due process.
- 1.2.2 The HP Panel is made up of the HP Exec member, HP Sub-Committee chair, Head Coach –men and women (outdoor), Head coach- men and women (indoor), convener of selectors- men and women. The HP exec member at times will delegate responsibility for ensuring compliance with the policy and process outlined in this document to the appointed convener's of selectors. It should be noted that at all times the HP Exec member is responsible for overall compliance by coaches, managers and selectors. The HP Panel, through the HP Exec member are responsible to the Executive Board of SAHA.

1.3. Purpose and operational guidelines

The purpose of this document is to 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 hockey players, of all ages, including any specific master's age group invitational team 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. The Masters age group may never hold national colours but this policy is applicable to the selection of the invitation sides for international events.

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.

Facilitation of analysis and review of the selection process to ensure quality, consistency and stability between all the selection events that are undertaken by SAHA 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 SAHA 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 and that is at all time representative of the demographics of hockey in the country
- 1.5.2 'Selection Event' refers to any formal hockey event that is observed by a 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 squad training camps.
- 1.5.3 'Development teams' refers to SA 'A' teams selected by the selection panels.

1.6. Preamble

- 1.6.1 The process of selection requires a selector to subjectively analyse, 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.

- 1.6.3 The selection policy is guided by the South African Sports Confederation and Olympic Committee (SASCOC) colours regulation of 26 February 2002.
- 1.6.4 This policy will be implemented in line with all relevant SAHA policy such as the Constitution, bye-laws and transformation charter.

1.7. Selection objectives

- 1.7.1 The primary selection objective is to select the best available players.
- 1.7.2 To select national teams that reflect the principles and demographics of hockey within South Africa.
- 1.7.3 To employ an open and fair selection policy that gives all players equal opportunity.

2. SELECTION PANEL APPOINTMENTS

The National Squads Selection Panels shall be formed by the HP Sub Committee on a four year term. The selection panel shall be chaired by the Convener of selectors and will include the respective National Coach and two (2) other experts in the field of hockey.

- 2.1** Applications for people with appropriate expertise will be called for every four years for the selection panels. These appointments are for a 'four year' term, but will be subject to an annual review.
- 2.2** For the purpose of selection, the Head Coaches are automatically part of the selection panel.
- 2.3** If a coach has applied to coach a team that has a family member or any other personal relationship involved, this will be allowed, subject to approval

from the SAHA Executive Board, and the coach is to stand aside when selection of such person or family member is discussed.

- 2.4** The Convener 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 convener, the HP Board member 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 HP Sub Committee Chairperson.
- 2.5** It will be a requirement for selectors to attend the full duration of National Tournaments and selection camps.

3. SELECTION PANELS

- 3.1** For National and Development Squad selections the selection panel will comprise of a minimum of three selectors that **MUST** include the National Coach.
- 3.2** For u21, u18 and u16 National Squads, the selection panel will consist of a minimum of five selectors including the Head Coach. Automatic inclusion into all age group teams' selection panels is given to the senior men and women's head coaches and senior men and women's conveners. They serve purely as members of the panel and will equally be subject to the leadership of the appointed convener.

4. CONFIDENTIALITY

- 4.1** All members of a selection panel will be required to sign a SAHA 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.

- 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 HP Sub Committee Chairperson will manage a register of 'conflicts'. This 'conflict register' will be available to the Executive board of SAHA for review.

5. PLAYER ELIGIBILITY

5.1 National Team Eligibility

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

- Player must hold or be eligible to hold a South African passport.
- The player must be a currently registered and financial paying member of a SAHA affiliated association.
- Attendance at the relevant National Tournament is compulsory for selection unless the SAHA Executive Board has granted an exemption. (For exemption requirements, please see clause 6).
- 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.
- A player may be eligible for more than one national team.
- 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.
- Players must comply with any rules of eligibility applied by SAHA and relating specifically to the tournament or event that they are being selected for – i.e. age restrictions.
- Player must not have played for another senior international team (other than South Africa) for a period of three years and abide to FIH Bye law (A) to article 5.2 – A as below: . FIH Bye law (A) to article 5.2 - A "To be eligible to represent a country in an inter-nations event an athlete must be a national of the country.

Where more than one country recognizes the nationality of an athlete, that athlete may only represent the FIH member country in which the athlete is a bona fide resident at the time of initial selection. Where countries share common nationality and common residency within one international border an athlete will be eligible to represent one of these countries as determined by where:

- s/he was born; or
- one of their parents was born; or
- S/he has been a bona fide resident in the country s/he wishes to represent for a continuous period of at least three (3) years prior to the date of the tournament. “For the purposes of this Bye-Law, bona fide residence means that the athlete has permanently resided in the country s/he wishes to represent for a continuous period of 210 days in each year”.

5.2. Multiple Eligibility

5.2.1. A player who is eligible for more than one SAHA team must attend, unless otherwise approved by the High Performance Panel, the final five training sessions of the team whose event is to occur first.

5.2.2. If there is a clash of priorities the matter shall be referred to the respective national coaches.

6. EXEMPTION REQUIREMENTS

6.1 If a player cannot 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 Relevant Convener of Selectors no later than 5.00pm, fourteen 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 relevant convener as soon as possible of these circumstances and submit a subsequent written request for exemption.
- 6.1.3 The Convener will then submit all requests for exemption with his/ her recommendations to the SAHA Executive board, via the HP Exec member, for approval.
- 6.1.4 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 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 SAHA board will make a decision on an individual case basis.
- 6.1.5 A player who was once declared unfit by a medical doctor for any SAHA event must submit medical clearance from a medical doctor in the same field as the declaring doctor before participation in their next SAHA event.
- 6.1.6 SAHA reserves the right to check injury declarations with their own nominated doctor.
- 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 If a squad 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 team. Requirements of an exemption are as in 6.1.4,

with evidence to be provided to the team manager, who will then forward to the convener, who will follow the established process.

7. CRITERIA

- 7.1. The selection criteria are determined by the High Performance panel and reviewed annually. **Refer to addendum 1.**
- 7.2. The attached criteria will serve as the rubric for all selection teams across all genders and age groups within SAHA.
- 7.3. The HP panel will retain a copy of each player's individual analysis at the SAHA head office after each selection event. **Refer to Addendum 2.**

8. RATIFICATION PROCESS

- 8.1. The convener of selectors will submit the squad to the Chief Executive Officer of the SAHA at the conclusion of the final squad selection event.
- 8.2. The team submitted will be ratified by the President, Governance member and HP member. If any of the above have registered a conflict they will be replaced in the process by another member of the Exco.
- 8.3. Selected and unselected players will be informed individually by the convener of selectors before the team is publically announced. This is to occur telephonically and followed by an e-mail.
- 8.4. The Convener will avail him/herself to answer questions raised by unselected players.
- 8.5. The coach is required to communicate reasons for non-selection and provide player with feedback of elements to work on if any within 7 days.

9. APPEAL PROCESS

9.1. 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 Executive Board within seven (7) days of the announcement of the relevant selection decision.

9.2. 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.

9.3. The Executive Board may appoint an Appeals Panel to determine the appeal if required.

9.4. All requests for appeals must be submitted in writing, and may be submitted by email or facsimile.

9.5. Each request for appeal shall be accompanied by a fee of R5000.00 which shall be forfeited to Executive board if the request for appeal is held by the Appeals Panel to be frivolous or groundless.

9.6. If a request for appeal is lodged via email or facsimile, contact should immediately be made with the Executive Board to confirm receipt of the email or facsimile and to confirm how payment of the R5000 fee will be made within the next 7 days. If the fee is not paid by the due time, the request for appeal shall be deemed to be withdrawn unless the Executive Board has agreed to extend the time for payment of the fee.

9.7. It should be remembered that in general an appeal will only be considered if the selection policy was not adhered to.

9.8. 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.