



MPHC player selection policy 2023

The purpose of the Mornington Peninsula Hockey Club player selection policy is to provide a framework and transparency for the selection of individuals in teams for the 2023 season in all senior competitions. Our endeavour is to ensure the goals and objectives of the club are achieved; however, selections are not to be based on a scenario of 'win at all costs'.

Objectives:

- a) To identify and select individuals for appropriate teams within MPHC competitions. We recognise that senior teams range from social to elite level, and that members join for varying reasons.
- b) To employ a fair and transparent selection process that encourages all MPHC members to challenge for positions in the senior squads for 2023.
- c) To create a hockey playing experience that is safe and enjoyable, and is one that enhances participation and skills for both the individual and the playing team.
- d) To select the most appropriate team for each grade (subject to relevant criteria and individual team focuses/circumstances).
- e) To ensure that the goals of the senior section are met, team selection will also consider special circumstances that a team might face during the season, including preparation for finals or avoiding relegation.

The Coach, in consultation with appointed selectors, may consider, but not be limited by, the following factors when choosing players:

- * **Player/Team development** - potential to progress/improve skills
- * **Flexibility and versatility** -
- * **Physical capacity** - Current form and game/training performance
- * **Contribution to team and/or club culture**
- * **Commitment** - Attendance at training and commitment to your own improvement
- * **Ability to take direction** – possess and display the ability to take on feedback and direction
- * **Team dynamics** – team balance, stability, team work
- * **Financial member** – not in default of membership fees or payment plan
- * **Disciplinary procedures**
- * **Pre-season attendance** – is a time for developing fitness and skills

Players wishing to be considered for selection to PL and VL squads also note:

- High attendance at weekly training sessions – these players are expected to attend training twice a week unless extenuating circumstances have been discussed with the coaches/Exec committee.
- Maintain a high level of individual fitness.

Generally, players must:

- show a strong attendance and performance at weekly training.
- have a high motivation and commitment level.
- be positive and display an enthusiastic outlook, be encouraging towards peers.
- acknowledge that there are only a limited numbers of spots for each position.
- display traits of a team player, trust in other players, team player not an individual performer.
- willing to accept coach's discretion – individual circumstances do come into play.

Throughout the selection process the selectors may add or remove players at their discretion based on the needs and composition of the teams. Examples of where this may be necessary, but are not limited include:

- injury/illness
- personal matters
- discipline – breach of code of conduct/other
- team harmony/balance
- poor attitude/form after initial selection

Any concerns with selection need to be raised through your selection coordinators who will converse with selectors. If this matter cannot be resolved at this level, it will be elevated to the Executive committee.

Selection procedures.

The team will be selected by the nominated coach/coaches/selection committee members.

Weekly selection process.

1. Selection committee meets on scheduled night.
2. Teams are confirmed and made ready for posting the following day.
3. Selection committee reps for each team are to communicate back to the coaches to ensure that there is sufficient time for coaches to inform players being demoted of the reason and what they need to work on to re-establish themselves in the team (In the event that the coach has tried to contact verbally and no response then a text message can be sent prior to the team list being released.)
4. Section coordinators post teams in readiness for weekend matches by Thursday 8 p.m. at the latest.

Note: It is the player's responsibility to advise their coach/manager of any game that may be unavailable for as soon as possible to ensure teams can be selected and named as early as possible.

Grievance procedures.

Communication – initial concerns should be raised with the team coaches and captain. All parties should be able to verbalise concerns regarding coaching and team issues in a calm, mature and non-emotive manner to allow for positive discussion to resolve problems.

In the event that any party finds the result unsatisfactory then they are encouraged to raise their concerns with the chairman of selectors or Senior Vice President. This representative will discuss the concern/s with the team coaches/captain and provide this feedback to the player.