



Hockey Ireland

National Team Competition Selection Policy

1. Introduction

The Hockey Ireland performance plan aims to develop players and a national programme capable of sustainable international success. This document outlines a framework and transparency for the identification and selection of players to senior Irish teams. This selection policy is designed to cover the selection of players to senior teams for all major competitions. Please note that in the case of the Olympic Games, Hockey Ireland will use the criteria to select players to nominate to the Olympic Federation of Ireland (OFI). The OFI has sole responsibility for final selection to the Irish Olympic Team. Please note that the timelines and eligibility factors for each competition will be bound by those set down externally by the International Olympic Committee (IOC), The International Hockey Federation (FIH) and the Olympic Federation of Ireland.

This policy is subject to change by Hockey Ireland in order to facilitate amendments to international competition or OFI requirements. Any amendments to the policy will be communicated to the training panels.

The objectives of the policy are:

- i. to provide a clear and fair process on for the selection of players for both senior men and women's squads for all major competitions.
- ii. to select players who will achieve the best possible results in accordance with the targets outlined in the Hockey Ireland performance plan.

2. Selection/Nomination Panel

The selection panel (nomination panel for Olympic Games) for each of the senior squads will be made up of the following (the Head Coach will have the deciding vote and will consult with assistant coaches and additional support personnel as required):

- Hockey Ireland Performance Director (chair, overseeing the process)
- National Head Coach
- National Assistant Coach(es)

3. Eligibility

i. International Federation Criteria (FIH)

All players must be qualified to compete for Ireland under the rules and regulations of the FIH. In the event of any changes by FIH to the criteria, Hockey Ireland is bound by these and will amend the criteria to reflect the changes.

ii. Olympic Games

Qualification and entry regulations for the major competition and the Olympic Games are determined according to criteria published by FIH and the IOC. The qualification criteria established by FIH can be found at <http://www.fih.ch/media/8997773/180406-ioc-approved-qualification-system.pdf>

In addition athletes must:

- Sign and adhere to the OFI Team Member Agreement
- Sign the IOC Eligibility Form

iii. Hockey Ireland

All players that wish to be considered for selection must:

- Be an Irish passport holder.
- Sign and submit a Hockey Ireland Player Agreement.
- Be committed to anti-doping and comply with all anti-doping requirements of Sport Ireland, FIH and WADA.
- Attend all relevant National Training Days and Camps in the lead up to the competition, unless the Performance Director and Head Coach have granted an exemption.
 - Those eligible for multiple teams, e.g. U21, must agree a plan with the Performance Director.
 - All applications / requests for exemptions must be submitted by 5pm, 7 days prior to the National Training Day or Camp in question.
 - Unforeseen circumstances within a 7 days period prior to the National Training Day or Camp need to be communicated to the Performance Director as soon as possible.
 - In circumstances where a player is suffering from injury or illness a doctor's note must be provided.
 - If a player is unavailable due to work or study commitments a letter from an employer or academic mentor is required.

4. Selection Criteria

- i. Identification of eligible players for selection is an on-going and open process. In selecting the team, the selection panel will select those players who, in the opinion of the panel in its sole and absolute discretion will achieve the best team compatibility and balance to achieve the highest performance for Ireland.
- ii. Current performance in international competition, club fixtures, national training days, training camps and tournaments. in-competition performance.
- iii. Past international level performance.
- iv. Individual competencies:
 - Technical ability across a wide range of skills
 - Tactical ability and decision making under pressure
 - Positional flexibility
 - Potential to improve / coachability
 - Consistent positive attitude and commitment
 - Set play skills
 - Ability to communicate positively and pro-actively

- v. Adherence to set Strength and Conditioning programme monitored by the national S&C coach.
- vi. Adherence to set Physiotherapy/Medical programme monitored by the national Medical Lead.
- vii. "Team Fit". As a complex, multi-faceted team sport, consideration will be given to the overall team composition and selection decisions will be made to ensure that the selected players combine to make the best possible overall team.
- viii. Any player carrying an injury must have written confirmation from the Medical Team Lead confirming that in all probability the player will be fit to perform to the highest level at the relevant competition.

6. Alternates and Substitutes

If a selected player becomes injured after selection, an alternate player will be named from the list of alternatives. The alternates list will be made public to players upon the announcement of the squad selected for the competition.

7. Performance Readiness and Injury within Selection

i. Injury / Illness

A player who has been selected or is due to be selected and has become ill or injured will be assessed by a doctor nominated by Hockey Ireland to confirm whether or not the player will be fit to perform at the highest possible level at the competition. In the case of the Olympic Games, this assessment will be led by the Team Ireland Chief Medical Officer in accordance with the OFI policy on fitness to compete/fitness to perform.

ii. Loss of Form and/or Physical Fitness

A player can be replaced due to loss of form, but will be given a chance to rectify such a situation, prior to any final decisions being made. The Performance Director will be made aware of such situations and a mutually agreed time frame will be set between Head Coach, relevant medical team staff and player for reassessment. Within the context of the Olympic Games, this discussion will also include the Chef de Mission due to the jurisdiction of the OFI and the timeline restrictions of the IOC and Local Organising Committee.

iii. Breach of discipline

A player can be replaced due to a breach of discipline at any stage of the selection process. This can include failure to comply with the Code of Conduct outlined in Hockey Ireland's Player Agreement. The Performance Director will be made aware of such situations and a mutually agreed time frame will be set between Head Coach and player for reassessment.

iv. Breach of Anti-Doping

Any player who fails to comply with anti-doping will automatically be removed from the national squad and will be replaced. The Performance Director will report such breaches to discipline to the CEO in a timely manner.

v. Ineligibility

Any player who becomes ineligible, (due to any breaches to the conditions outlined in Section 4) will automatically be removed from the national squad.

6. Removal of a Player once Selected

If a player is unable to continue or is removed from the squad, the procedure for the removal of the player and replacement of a different player is as follows. Within the context of the Olympic Games, decisions will be made in consultation with the Chef de Mission in accordance with the OFI procedure and within the FIH, IOC and Local Organising Committee regulations on alternate athletes:

- i. Performance Director will be consulted
- ii. Consideration for a replacement will be given to identified alternate players within the training squad
- iii. Consideration for a replacement will be given to other identified alternate players not currently within the training squad
- iv. The Head Coach in consultation with the Performance Director will then fill this position with the player judged most suitable in line with Team Fit.

7. Appeals

The process to appeal the selection may be made through the following process.

- i. Grounds for an appeal
A player cannot appeal the outcome of their non-selection. The sole ground for an appeal is that the selection policy was not properly adhered to.
- ii. An appeal must be made in writing to the HI CEO within **48 hours** of the player being informed of the decision of the selection committee. The appeal must clearly state the grounds for the appeal and must be accompanied by a deposit of €250 made payable to Hockey Ireland. If the appeal is upheld the deposit will be refunded in full. The timeframe is mandatory and any appeal made outside this will not be considered.
- iii. The HI CEO will convene an Appeal Panel to consider the appeal. The appeal panel will be made up of a minimum of 3 people with relevant experience none of whom have been involved in the selection process. The appeal panel will be made up of one HI Board Member and two independent people.
- iv. The Appeal Panel will consider evidence from the Appellant and the selection committee. The hearing will take place in a timely manner and in consideration of internal and external time restrictions around competition entry or OFI/FIH/Organising Committee time requirements. The Appeal Panel will set timeframe within which the Appellant and selection committee must submit evidence and this timeframe must be adhered to. If either party does not submit evidence within the timeframe, the Appeal Panel will be unable to use their evidence in its decision.
- v. A decision of the Appeal Panel may be appealed exclusively to Sport Dispute Solutions Ireland (SDSI), for resolution in accordance with the SDSI Arbitration rules. Any appeal to SDSI must be filed within **fourteen (14) days** from receipt of the HI Appeals Panel decision by the Appellant. For Olympic Games appeals, any appeal must be filed within **three (3) days** from receipt of the HI Appeals Panel decision by the Appellant. Within the context of the Olympic Games, the appeal will be to the SDSI Olympic Tribunal. Thereafter, the procedural rules of SDSI will apply.

8. Timelines

Hockey Ireland's Selection Timeline for the Tokyo 2020 Olympic Games	
<u>Dates</u>	<u>Events</u>
October / November 2019	Olympic Qualification Tournaments
TBC	Training Panel Announced
TBC	Selection Meeting
TBC	Training Panel Informed of Selection Decision including alternates list
TBC	Team Nominated to the OFI
TBC	Team Announced by the OFI