



## **Guidelines for State Team Selections**

### **Purpose**

These guidelines explain the process for selecting players for State Teams. The State Team Selection Guidelines needs to be read in conjunction with the Coaching Guidelines and the WA UWH Bylaws.

Coaches will be appointed prior to the selection process, and the process for selecting coaches is covered separately in the Coaching Guidelines.

### **Team selections process**

The Selections Manager and/or Team Managers will announce nominations to all WA players once information is released by the hosting State. Managers will issue a deadline to all prospective players to nominate which players must complete prior to selections, along with payment of a selection fee. The selection fee will be refunded to the player if they are unsuccessful in the selection process. A player can apply after the deadline if they pay a non-refundable late fee of \$100 and it is paid prior to the first trial date.

WA UWH will also call for nominations from selectors. The Selection Manager coordinates the nomination process and will recommend selection panels to the WA UWH Committee for approval. Once selectors are in place, they will be provided information by the coach on the methods for selecting and criteria. The Team Manager will provide a list of nominating players to the coach who is expected to coordinate the selection process with the selectors and players. The Selection

Manager will organise a meeting with Team Managers, Coaches and Selectors to discuss the selection process and timelines.

The selection process identifies the players that best meet the criteria for the State Team selections. Under the WA UWH Bylaws it must include 2-3 formal selection trials in water, which usually involve drills, games and individual skills. Selections may also consider other information such as tests to understand the fitness and speed of players, and ask players to undertake activities such as regular reporting on their individual training.

The selection panel is required to provide a final list of players and a recommendation for Captain to the Team Manager and the Selection Manager, along with their assessment of each player. The selection panel must advise individuals of the outcome of selections prior to any formal announcement of the team, and it is expected that coaches will provide individuals with feedback during and after the selection process. Other selectors might also provide feedback to players to help them develop and to optimise their chances of selection. The final teams will be announced by WA UWH, usually by email and on the WA UWH website and social media accounts.

### **About selection panels**

Each Division will have a dedicated selection panel of at least 3 people, including the State Team Coach. Selectors will be chosen to get the best possible mix of:

- Availability to attend selection trials
- Knowledge of the player base, including mix from relevant clubs
- Collaborative, able to work effectively with the coach and in a selection panel
- Coaching experience
- Playing experience, including State and Australian teams
- Insights on how to utilise players to best effect, optimise player strengths
- Independence – avoiding conflicts of interest is preferred, if not possible then management strategies need to be identified
- Gender balance
- Capacity to provide balanced, constructive feedback to individual players
- Strong reputation / respected by the players
- Current working with children check

## **Standard approach to a selection trial**

Generally a selection trial will be held on a weekend and would involve:

- An overview by the coach / selectors on how the session will run and what they will be looking for
- In-water session including game time, drills, skills designed to identify player strengths
- A meeting of selectors after the session to discuss players and plan for the next selection

For in-water sessions players will usually have numbers on their arms and legs to help selectors identify them accurately. Players should also consider wearing distinctive equipment / bathers if possible to help selectors differentiate between them. Players are expected to listen carefully and follow instructions during the selection process. Their ability to do so may be something that is considered in the selection criteria.

## **Proposed selection trial dates (subject to pool and selector availability)**

1<sup>st</sup> Selections – 20/21 September

2<sup>nd</sup> Selections - 4/5 October

3<sup>rd</sup> Selections – 18/19 October

4<sup>th</sup> Selections – 25 October

Coaches and/or team managers will confirm exact time, location and dates of selections with players who have nominated for a particular team. Selection trials and state team training sessions are held in Perth and in Bunbury to share the travel between the Perth and south west players. It is expected that players will attend all of the selection trials, not only those that are closest or most convenient. This ensures all the sessions are of a high quality and makes good use of the time invested by coach, selectors and other team members.

Where a player cannot make all selection or training dates they are expected to discuss this with the coach prior to teams being finalised and seek their agreement and feedback on whether this is reasonable. If the player is proposing to miss

selection dates they should apply in writing to the team manager prior to trials being held, and the selectors will consider with the WA Committee whether opportunity for an additional trial time can be offered. The selectors may take commitment to selection and training dates into account as part of the selection process.

### Timeline for 2026 WA State Team Selections

<b>Timeframe</b>	<b>Steps</b>	<b>Who leads process</b>	<b>Approver</b>
31 July – 24 August 2025	Nomination by selection manager, Team Managers, Coach Coordinator	WA UWH Committee member	WA UWH Committee
19 – 30 August 2025	Nomination by coaches	WA UWH Committee member and/or Coaching Coordinator	WA UWH Committee
7 September 2025	Coaches, Team Managers, Selection Manager appointed	Coaching Coordinator and nomination review panels	WA UWH Committee
27 August – 9 September 2025	Call for player and selector nominations	Team Managers, Selection manager	n/a
7 September to 30 October 2025	Info packs, coaching plans and training / basic game plans developed	Coaches, Team Managers	State Team Subcommittee
15 August – 7 September 2025	Call for selectors by 7 Sept, appoint	Selection Manager	WA UWH Committee
Before 20 Sept 2025	Briefing w selectors, coaches, team mgrs	Selection Manager, Coaching Coordinator	n/a
20 September – 25 October 2025	Selection training period underway	Selectors, Coaches, Team Managers	Selection Manager, State Team Subcommittee
31 October 2025	Team lists and cap numbers finalised	Coaches coordinate	Selection Manager
31 October 2025	WA State Teams announced. Juniors may be announced earlier.	Coaches, Selection and Team Managers	State Team Subcommittee, Comms Officer
19 October – 9 November 2025	Call for chaperones, selection & appointment	Junior team manager and coaches	State Team Subcommittee
26 October – 10 January 2025	Final 11 week training and preparation. Team training 9/11, 23/11, 7/12, 21/12	Coaches, players, Team Managers	n/a
11-19 Jan. 2026	National Champs		

### **Role of State Team Coaches during selections**

- Plan selections as part of a coaching plan, including working with Selection Manager on dates for trials
- Develop a training plan and basic game plan for players prior to selections
- Establish group communication channels with players (and parents if relevant) via email and/or chats and communicate what they are looking for and deadlines for nominating and paying
- Plan and run selections in a way that ensures selectors can assess the players against the selection criteria
- Provide guidance, drills and feedback to players during the selection process to help them develop
- Design training and selection sessions that build and develop players, including development players who may not be successful in the process
- Participate as a selector in a fair, unbiased way (including being available for selection days)
- Make sure that the selection process is documented, including an assessment by the selectors. Provide this to the Team Manager and Selection Manager

### **Role of Selectors**

- Work with coaching coordinator to plan selections (e.g. dates for trials)
- Read the materials the coach has provided to the players such as a training plan and basic game plan and the selection criteria
- Consider how to evaluate players performance against the selection criteria, provide ideas to the coach on how to design selections
- Attend all the selection dates
- Make sure the selection process is documented, including player assessments against the selection criteria

### **Role of the Selection Manager**

- Oversees the selection process to ensure it is clear, transparent and fair. This includes making sure the selection process is communicated to the entire state
- Identifies selectors and works with WA UWH Committee to appoint them, ensuring at least three for each division

- Identify any conflicts in selection teams and if they cannot be avoided, steps to manage them
- Coordinates dates and locations for the selections with selectors, coaches, team managers, ensures selection managers are aware of and stick to timelines to name the team.
- Organises bookings at pools for 3 x selection trials (either directly or by working with local clubs)
- Makes sure selectors are able to attend selections, are briefed and familiar with players and understand assessment criteria
- Organise an initial briefing for all selectors, coaches and team managers on the selection process.
- Make sure the coach knows to notify players of the outcome and provide constructive feedback to players prior to announcement of the final team.
- Works with coaches and team managers to finalise team lists. Provides final team lists to WA UWH Committee to announce.

### **Role of Team Managers during selections**

- Develop an information pack for players that are considering nominating
- Call for nominations by players
- Collect nomination fees from players
- Provide a list of the players who have nominated to the coaches / selectors
- Include selection pool bookings in the squad budget and make payments for the selection pool bookings
- Set up mailing lists / communicate selection dates with players / parents
- Participate in group chat forums if there are junior players involved (NIF measure)
- Provide refunds to players who are not successful

### **Role of the player**

- Nominate and pay the nomination fee by the due date
- Read the materials the coach has provided to the players such as a training plan and basic game plan and the selection criteria
- Start training as soon as possible (before the selections begin)
- Attend all the selection dates

- Respond to information requests and communications from the coach and team managers
- Engage with coaching materials and feedback constructively

### **Role of Coaching Coordinator during selections**

- Support coaches to develop materials for their team prior to selections and plan their selections
- Be a point of contact for players or officials if there is uncertainty around the role of the coach or complaints / concerns raised regarding coaches



## Standard selection criteria for players

WA UWH has developed standard selection criteria for teams. Coaches can adapt the criteria in their coaching plans with agreement of the Selection Manager and Coaching Coordinator, but must communicate any changes to players prior to selections.

### Hockey Skills:

- High level of puck control: ***Ability to apply skills to games***
- Flicking: Passing under pressure in a wide range of passing situations / with deception  
***Maintaining possession*** in confined area
- ***Takes team-oriented decisions*** under pressure
- Scoring and assisting to score goals
- Closing down opposition players
- ***Creating support position for team player with the puck***
- ***Tackling skills*** to create possession turnover
- Read the play and set up passages of play
- Accelerating out of contest to gain ground and/or clear possession

#### **B. Specific Positional Attributes we will be looking for:**

##### FORWARDS

- ***Swimming the puck in the right direction / creating pressure on opposition***
- ***Maintaining possession of the puck***
- ***Effective receiving of passes*** - positioning, bottom time and timing
- Double-teaming and support of other players
- Re-positioning skills to maximise team defence (back tackling, clearing out of danger) BACKS
- ***Initiate drives / swims in the right direction*** and at the right time
- Effective ***passing*** and able to give your forwards time to position
- Manage risks, swim into space and switch under pressure
- Ability to stop opposition drives, ***dispossess the opposition***
- ***Maintaining possession of the puck***

#### **C. Physical Characteristics:**

- ***Work rate demonstrated during game play***
- Speed on and off the puck, including ***getting into position and helping others***
- ***Strength***, particularly in 1-1 contest
- ***Agility***, including change of direction and effective body position

#### D. Personal Characteristics:

- ***Works effectively within a team unit, in and out of the water***
- ***Demonstrates team before individual attitude and behaviour***
- ***Focused during practices***
- ***Level-headed during games***
- ***Tenacity in games***
- ***Executes coach's instructions (e.g. game strategies, tactics, set plays)***
- ***Positive attitude***
- Effective communication
- Demonstrated ability to train effectively
- ***Commitment to attend team training***
- ***Takes feedback constructively*** and looks for ways to adapt
- Organised with payments and information needed by Team Manager