

WAIS Hockey Athlete  
Selection Guidelines, Criteria and  
Process



WESTERN AUSTRALIAN INSTITUTE *of* SPORT

## 1. BACKGROUND

1.1. The WAIS Hockey Sport Program performs a key role in the Hockey Australia National Program pathway, preparing identified (Emerging to Podium Potential) athletes for national and international success in line with the program structure in Western Australia. The goals of WAIS Pathway Scholarship programs are to:

1.1.1. Progress nationally identified hockey players into the Hockey Australia Performance Program (HAPP);

1.1.2. Maximise WA representation on the Australia team at the Olympic Games, Commonwealth Games or Senior World Championships; and

1.1.3. Maximise the WA contribution to Australian podium performances.

## 2. APPLICATION

2.1. This Policy applies to current, former and prospective athletes in relation to their selection and deselection from the WAIS Hockey Program.

## 3. TERMS USED

In this Policy:

**Athlete** means current, former and prospective athletes in relation to their selection and deselection from the WAIS Hockey Program;

**Eligible Athlete** means an Athlete who is eligible under clause 4 of the WAIS Athlete Categorisation, Selection and Deselection Policy;

**Selection** means selection for a scholarship in the WAIS Hockey Program; and

**WAIS** means The Western Australian Institute of Sport Incorporated.

## 4. ATHLETE CATEGORIES

4.1. The Athletes will be classified into the categories in the table set out in Appendix 1.

## 5. NOMINATION

5.1. In addition to the criteria set out in clause 4 of the WAIS Athlete Categorisation, Selection and Deselection Policy, to qualify for nomination for Selection, an Eligible Athlete must:

a) be eligible to qualify for the Australian team at the Olympic, Commonwealth Games or Senior World Championships; and

b) have successfully competed in Hockey WA, Hockey Australia and/or International Hockey Federation sanctioned events.

## 6. SCHOLARSHIP YEAR

6.1. WAIS Hockey sport program scholarships generally commence on 1 July and end on 30 June.

6.2. The selection panel may, at its absolute discretion, recommend a scholarship for part of the scholarship year in 6.1 or for some other period if:

a) the Athlete is relocating from interstate and is nationally categorised; or

b) for any other sufficient reason.

6.3. Where the selection panel exercises its discretion under 6.2, it must provide its reasons for doing so to the CEO.

## 7. SCHOLARSHIP TYPE

7.1. Eligible Athletes may be selected for one of the following scholarships:

a) WAIS Hockey Program Scholarship

The scholarship holder is coached by a WAIS employed Hockey coach and can access performance services, travel and medical assistance in line with the athlete's categorisation and the WAIS athlete benefits policy.

b) WAIS Individual Athlete Support (IAS) Hockey Scholarship

The scholarship holder does not train in a WAIS Sport Program Daily Training Environment with a WAIS Hockey coach. They are offered coach fee relief, performance services, travel and medical assistance in line with the athlete's categorisation and the WAIS athlete benefits policy.

## 8. SELECTION AND DESELECTION PANEL

8.1. Recommendations to the WAIS Chief Executive Officer in relation to selection and deselection under this Policy will be made by a selection panel made up of:

a) the WAIS Sport Program Manager (Hockey); and

b) the Hockey Australia National Pathways Manager (or proxy) and the Hockey WA Performance & Pathways Manager (or proxy).

## 9. DESELECTION

9.1. An Athlete may be nominated for deselection by:

a) themselves for any reason;

b) their coach, if in the coach's opinion, the Athlete's performance, conduct, commitment and/or potential to achieve the program's objectives are not meeting the applicable general and individual targets; or

c) WAIS, if in its opinion, the Athlete has engaged in conduct that breaches the Athlete Terms & Conditions and/or WAIS' policies and procedures.

## 10. ATHLETE SUCCESS FACTORS

10.1. The selection panel under section 8 will assess nominated Athletes for selection or deselection against the following criteria:

a) national sporting organisation criteria - Hockey Australia Athlete Categorisation Guidelines;

b) past competition performance;

c) health, fitness and injury status;

d) potential to progress performance - Hockey Australia [Selection Policy](#) and Hockey Australia's Athlete Development Framework ([Women](#), [Men](#));

e) any individual targets contained in an applicable performance plan;

f) the athlete's attitude and conduct in accordance with expectations set out in the Athlete Terms & Conditions, the Athlete Code of Conduct and behaviours exemplifying the guiding principles of elite athlete conduct as per the WAIS Athlete Performance Management Policy; and

10.2. Satisfaction of the criteria above does not automatically guarantee that the Athlete's nomination will be successful.

## 11. NOTIFICATION OF OUTCOME

11.1. The selection panel will provide their recommendation to the CEO as to whether each nominated Athlete should be selected or deselected (as applicable).

11.2. The CEO will notify the Athlete, in writing, of the outcome of their nomination for selection or deselection.

## 12. APPEAL

12.1. An Athlete may lodge an appeal against the outcome of their nomination for selection or deselection by written application to the CEO.

12.2. An appeal under this clause must be lodged within 7 days of the date of the written notification under clause 11.2.

12.3. The Athlete's written application for an appeal must include details of the reasons why the Athlete disagrees with the outcome of their nomination for selection or deselection and any supporting documentation.

12.4. The CEO will appoint the decision maker for the appeal. The appeal may be decided by either the CEO or a WAIS Performance Team Director not involved in the decision being appealed.

12.5. The person appointed to decide the appeal under 12.4 will advise the Athlete of the outcome of their appeal in writing.

12.6. The person appointed to decide the appeal under 12.4 may, at his or her absolute discretion:

- a) confirm or change the outcome of the selection or deselection decision; or
- b) remit the matter back to the selection panel for reconsideration with any specific directions he or she thinks necessary.

12.7. To avoid doubt, any failure of the selection panel to comply with the procedure set out in this Policy will not, in and of itself, mean that the outcome of the selection or deselection decision should be changed.

## 13. CHANGES TO THIS POLICY

13.1. WAIS may review this Policy periodically and reserves the right to adjust, remove or amend this Policy at its discretion at any time.

## 14. REVIEW AND REVISION

This policy, and all related appendices, will be reviewed as it is deemed appropriate.

Policy review will be undertaken by the WAIS Performance Team Director - Pathway and any revisions approved by the Program Partner Management Group (PPMG).

### Revision History

Date	Version	Reviewed by	Changes made
2 January 2025	n/a	Sport Program Manager	Policy updated

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## APPENDIX 1

Podium Pathway Category	Description	National Representation Category	Description
<b>Podium</b>	Athlete has won a medal at an Olympic Games, World Championships or agreed BME in the previous 24 months and must be considered capable of winning a medal at the next Olympic Games.	<b>International</b>	Athlete who does not satisfy any of the <b>Podium Pathway</b> category criteria but has earned selection for the national senior team or squad preparing for the NSOs benchmark event.
<b>Podium Ready</b>	Athlete has placed 4-8th at the most recent Olympic Games, World Championships or agreed BME and must be considered capable of progressing to PODIUM categorisation and targeting a medal at the next Olympic Games.		
<b>Podium Potential</b>	Athlete has achieved agreed HA performance benchmarks which, alongside international competition performances, reliably indicate their future potential for podium success. Athletes must be considered capable of progressing to at least PODIUM READY categorisation (National Senior Squad) within 1-3 years.		
<b>Developing</b>	Athlete has progressed through a reliable talent confirmation phase and considered capable of progressing to at least PODIUM POTENTIAL categorisation (National Development Squad) within 1-3 years.		
<b>Emerging</b>	Athletes that have been identified by HA via a valid and reliable TID profiling method and are going through a set, time-limited talent confirmation period. Athletes are expected to advance to DEVELOPING categorisation (National Junior Squad) within 2 years.		

Note: for all categories, satisfaction of these criteria does not automatically guarantee a WAIS scholarship offer.

## APPENDIX 2

Hockey Australia Podium Performance Profile Factors & Attributes Performance Profile Factors	Attributes
<b>Technically Skilled</b>	First touch: controls the ball and positioned for next action in one movement Accurate passers with a wide array of distribution skills Clean tacklers High completion rate Bilaterally balanced: possess the ability to execute skills on both sides of the body
<b>Tactically Smart</b>	Adept to implementing and combating multiple playing styles and structures Competent in both attacking and defensive concepts (individual, group, team) Know the rules for own and teams advantage Can control and identify risk on and off the ball
<b>High Physical Capacity &amp; Robustness</b>	Aerobic endurance and efficiency Speed over 10m and 40m Relative and Maximal strength Dynamic movement & control (AAA)
<b>Mentally Prepared &amp; Skilled</b>	Composed under pressure Growth mindset Highly coachable
<b>Personal Excellence On and Off the pitch</b>	Managing performance with study/work priorities Excellent two-way communication skills Embraces and demonstrates HA value Focused on achieving personal best results