



Handball Queensland
P.O. Box 1085
Springwood, Qld 4127
web: www.handballqld.com.au
+61 0418 768 022

Queensland State Team Selection Policy

- I. The principles and intent of this policy to be applied by Handball Queensland (HQ) members and nominated selection panels and coaches in selecting players to state squads and teams to represent Queensland are to:
 - (a) identify players who possess the sport specific skills, knowledge of the game and strategic awareness to work as effective team members in competition contexts to achieve optimal results for Queensland
 - (b) identify and provide opportunities to players who have shown potential to develop the desired sport specific skills, knowledge, strategic awareness, and effective team membership characteristics required in competitive contexts.
- II. The selection panel members will be appointed by the HQ Coaching Coordinator in consultation with the HQ Management Committee. The HQ Coaching Coordinator will appoint one member of the selection panel to be the Chair of that panel who will act as intermediary between the selection panel and the coach
 - (a) additional member(s) may be appointed by the HQ Coaching Coordinator in consultation with the HQ Management Committee if appropriate to do so to ensure adequate skills and experience on the selection panel
 - (b) selection panel members must declare any conflict of interest and may be requested to vacate the panel temporarily or otherwise where the panel member has an association with a player or in any other circumstances which may give rise to a question of bias or conflict of interest in the selection process
 - (c) if a member of the selection panel advises the HQ Coaching Coordinator that they are unable to meet their responsibilities under this Queensland State Team Selection Policy, a replacement will be appointed by the HQ Coaching Coordinator
 - (d) the HQ Coaching Coordinator will appoint replacement members to any selection panel at any time, as deemed necessary and appropriate
- III. **Selection requirements**

To be eligible for selection all players must:

 - (a) be registered ordinary members and financial affiliates of Handball Queensland and Handball Australia
 - (b) satisfy the HQ eligibility requirements such as attendance at training and trials, etc.
 - (c) submit an EOI registering intention to trial for squad and team selections
 - (d) read, sign, date and return the HQ Player Code of Conduct
 - (e) pay any squad or team training fees as determined by the HQ Management Committee



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IV. **Player Agreement**

If a player is selected to a squad and/or team, the player acknowledges and agrees to:

- (a) comply with all reasonable directions of the HQ Coaching Coordinator and HQ Management Committee
- (b) maintain a pre-determined level of strength and conditioning and standard of competitiveness required for event readiness
- (c) attend at least 90% of team training and any testing organised by team management
- (d) Failure to comply with clauses III.(a) to III. (e) will result in the player being determined as ineligible for selection.
- (e) The decisions of the Selection Panel shall be referred to the HQ Management Committee for ratification and the resulting determination will be final.
- (f) The HQ Management Committee and the Selection Panel chair may provide reasons for the selection decisions but are under no obligation to do so. The coach should explain to non-selected players the aspects of play and skills (of both), that they need to work on

V. **Selection Criteria**

The Selection Panel will consider the following factors when determining who will be selected (in no order of priority):

- (a) commitment to training and performance of the player in designated training sessions
- (b) performance of the player in the previous 6-month period in sanctioned domestic competitions and matches
- (c) demonstrated willingness to work positively with the coach and team management
- (d) specific positional skills as well as the versatility of the player to play alternative positions
- (e) positive attitude and commitment to HQ and HQ squads and team
- (f) overall mix of the team in relation to positional play, flexibility and the balance required

VI. The Selection Panel has the discretion to take account of any exceptional circumstances which may result in a player's performance being adversely affected in selection trial/s or trainings.

VII. Athletes unable to participate in nominated events or training sessions due to extenuating circumstances such as illness or work/study commitments may also seek special consideration, providing the athlete gives notice and sufficient evidence to the nominated representative of Team Management/HQ Secretary prior to the event. Medical evidence may be required. Athletes may be directed to attend a medical check, or to provide suitable evidence (such as an exam timetable).

VIII. **Appeals regarding selection decisions**

A player may only appeal non-selection based on the grounds that the selection policy has not been properly followed or implemented. This must be in writing to the HQ President or Secretary within 48 hours of the selection announcement. HQ will appoint an independent panel to hear the appeal within ten days and advise of their decision in a timely manner, to ensure compliance with deadlines for event nomination schedules. The decision of the appeals panel will be binding.