



Handball Queensland
P.O. Box 1085
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Queensland State Team Selection Policy

1. The principles and intent of this policy are to be applied by Handball Queensland (HQ) and nominated selection panels and coaches in selecting players to state squads and teams to represent Queensland are:

- (a) to 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) to 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

2. 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

3. Selection requirements

3.1 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



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(e) pay any squad or team training fees as determined by the HQ Management Committee and
Queensland Team Manager



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

- (f) comply with all reasonable directions of the HQ Coaching Coordinator and HQ Management Committee
- (g) maintain a pre-determined level of strength and conditioning and standard of competitiveness required for event competitiveness
- (h) attend at least 90% of team training and any testing organised by team management

3.3 Failure to comply with clauses 3.1 or 3.2 will result in the player being determined as not eligible for selection.

3.4 The decisions of the Selection Panel shall be referred to the HQ Management Committee for ratification and the resulting determination will be final. HQ and the Selection Panel may, at its discretion, provide reasons for its decisions, but there is no obligation on them to do so.

4.0 Selection Criteria

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

- (a) the performance of the player in training
- (b) the performance of the player in the previous 6-month period in domestic competition/matches including club fixtures, state competitions and national championships where applicable
- (c) demonstrated ability to work with the coach and team management
- (d) demonstrated ability to work with other members of the squad and/or team
- (e) specific positional skills as well as the versatility to play alternative positions
- (f) demonstrated positive attitude and commitment to HQ and HQ squads and teams

4.2 The Selection Panel may decide at its absolute discretion to take account of any exceptional circumstances which may result in a player's performance being adversely affected in selection trial/s or otherwise.

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 or 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).

4.3 In determining the final athletes to be nominated for selection, a selection panel will exercise its discretion following consultation with the appropriate team coach having considered the following:



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- (a) performance of athletes at the training camps and relevant National Championships
- (b) specific positional requirements
- (c) attitude to training and competition
- (d) demonstrated ability to work with the other athletes nominated for selection
- (e) overall mix of the team in relation to positional play, flexibility and the balance required

5. Appeals regarding selection decisions

A player may only appeal non-selection based on the sole 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, and with a payment of \$500 for administration of the appeal (which is refundable only upon a decision in favour of the appellant). HQ will appoint an independent tribunal to hear the appeal within ten days and advise of their decision in a timely manner, to ensure compliance with deadlines for event nomination timetables. The decision of the tribunal will be binding.