

Section 1: Team and training squad selection

Annual training squad trials will take place. Selection for individual tournaments will be based on the criteria below, providing an ongoing assessment model ^{Note 1}. Players may be recommended to be invited into the training squad by the Head Coach based on on-going league performance or be recommended to be removed from the programme based on consistent weakness against the selection criteria below for endorsement by the National Sub Committee (NSC) at any time.

Regular attendance, consistent performance and positive attitude at training is a basic requirement of our Hockey Hong Kong China national squads. Regular attendance (aligned to CSTB requirements) is expected for all training squad athletes. Lack of regular attendance without sufficient reason (and sign-off with the Head Coach) will negatively impact selection results and may render an athlete un-selectable.

If, at any time, an athlete does not meet the criteria for continued participation, they will be notified of this, outlining the reasons for their potential removal and will be given an opportunity to respond. The Head Coach will then confirm whether the athlete is still recommended to be removed from a squad, or whether they are subject to a monitoring period with clear individual KPIs.

Achieving the “Training Squad” standard in the applicable fitness tests is a minimum requirement for inclusion in the training squad.

To maintain equity, all overseas players must sign a Memorandum of Understanding (MOU)² which outlines the training and communication requirements of an overseas athlete. Specifics for the trial submissions for overseas/ absent players will be communicated in detailed trials circulars published on the Hockey Hong Kong China website.

Note 1: The expectation is that the Hong Kong China Hockey team will require players to be HKSAR Passport Holders to be eligible. In the case of tournaments/ events where this is not the requirement, additional trials will be held.

Note 2: The overseas player MOU can be made available for reference. Please discuss with coaches any queries you have regarding this or escalate any concerns to an NSC representative.

Section 2: Selection Criteria and weighting

In consideration of the criteria below, it is acknowledged that hockey is a team sport, and while athletes can grow and improve individually, they must ultimately perform effectively within a team. When selecting players for a team, factors such as player combinations, squad balance, versatility to play multiple positions, and individual skill levels will all be considered.

Criteria	Weighting
A. Hockey ability (Game understanding and highly skilled actions)	40%
B. Mental skills	10%
C. Teaming skills	30%
D. Physical capabilities and tournament fitness	10%
E. Balance of the squad	10%

All criteria will be evidenced through meeting minimum CTSB requirements of training attendance, or in the case of overseas players, through regular check-ins as required by the Overseas Player MOU. Lack of attendance will inhibit the coach's ability to provide on-going assessment of individual players.

A Hockey ability

- i. Proficiency in core technical skills (e.g., passing, shooting, dribbling, tackling).
- ii. Ability to apply highly skilled actions when in possession (e.g., receiving, passing, carrying, leading and goalscoring), in transition (e.g., reading of the game, positioning and movement) and when out of possession (e.g., marking, intercepting, closing space and tackling).
- iii. Maintaining composure and accuracy in critical moments.
- iv. Consistently executing technical skills at a high standard across training sessions and games.
 - v. Translating tactical instructions into effective on-field performance.
 - vi. Ability to meet individualized training and playing goals and objectives.
- vii. The playing record (capped, uncapped and practice matches) of an athlete will be considered in the 12 months prior to any tournament selection.

The purpose and objectives of each squad selection will be communicated to players. Players' potential for development may be considered and players recognised as having good potential may sometimes be selected over players whose current performance is superior, to provide an opportunity for development of less competent or less experienced players.

B Mental skills

- i. Positive interactions with officials, umpires, managers, coaches, teammates, opponents, and spectators.
- ii. Display of professionalism during training, competitions, and public life (including online presence and social media).
- iii. Resilience under pressure – being recovery after failure, execution of skills & game plan in a high-pressure situation, positive response to conflict.
- iv. Willingness to adapt to feedback and improve performance.
- v. Focus and discipline during training and games.

C Teaming skills

- i. Emphasis on the importance of collaboration, mutual support, and alignment with team strategies, which are key to building a cohesive and successful team.
- ii. Understanding team strategies, formations, and game plans.
- iii. Ability to adapt to different roles and responsibilities within the team setup.
- iv. Specific positional requirements to achieve optimal team balance.
 - v. Exhibiting supportive behavior.
- vi. Balancing individual performance with team objectives.
 - i. Clear and effective communication with teammates during training and matches.

D Physical capabilities and tournament fitness

- i. Meeting specific benchmarks in fitness tests

- ii. Demonstrating improvement in physical fitness over time.
- iii. Ability to recover from injuries while staying physically engaged (e.g., observing training or undertaking lighter tasks).
- iv. Current or potential physical profile underpinned by core competencies of (1) speed (acceleration, top end speed and ability to accelerate, decelerate and reaccelerate rapidly), (2) conditioning (aerobic and repeated sprint ability) and (3) strength (physical on pitch dominance, robustness, balance and explosivity).
- v. Current or potential ability to deliver repeated high intensity performances over the length of a tournament in various climatic conditions and without accruing significant injuries.

E Balance of the squad

The balance of attackers, midfield and defensive athletes and goalkeepers, who can play at a high standard in several areas, and athletes with critical set-piece skills are a crucial part of the selection decision.

Section 3: Fitness Testing

Fitness tests will be conducted by all training squad athletes as part of the selection process. Players are expected to reach 'Training Squad' results at the time of selection, and continuous improvement is expected to be at the level of final senior squad results by any test matches or tournaments. Junior squad members will be provided with fitness testing benchmarks based on their age bracket.

The fitness tests conducted will be proposed by the Head Coach on the advice of the Strength and Conditioning team. Players will be sent details of the tests to be conducted in each trial circular, including the minimum standard to be obtained, with sufficient notice.

Two exceptions to meeting the minimum standard are allowed, which must be substantiated by valid reasons (e.g. illness, injury, post-partum recovery)

Section 4: Selection Procedure

The selection process for the Hockey Hong Kong, China National Squad is as follows:

1. *Selection Committee:*

- Comprised of the Head Coach, and at least two other members with previous international hockey experience as a player or official will attend trials and training to observe player performance.
- Inputs from the Strength and Conditioning team and a specific goalkeeper coach may be requested as necessary.

2. *National Sub-Committee (NSC):*

- The NSC will not be involved in selection but will endorse the selection, as well as the rationale for selection and non-selection based on the metrics set out in this document.

3. *Communication of Decisions:*

- Decisions made on selection will be formally communicated to players by email by a Hockey Hong Kong, China office representative.

Section 5: Appeal Mechanism

1. *Lodging an Appeal:*

- A player who wishes to appeal non-selection must submit a written appeal to the Hon. Secretary General of the Hockey Hong Kong Council within **2 working days*** of receiving the notification of non-selection.
- The grounds upon which a selection decision may be appealed are limited to the following:
 1. There has been a failure by Hong Kong China Hockey to follow the relevant player selection criteria (as highlighted in this document and any supplementary information includes in trials circulars)
 2. The decision makers have been subject to actual bias when making a selection decision
 3. The selection decision has been reached based on an error of fact
 4. The selection decision is one that no reasonable decision maker could ever have reached
- The appeal must set out the full details of the athletes' grounds of appeal and include:
 1. Details of the decision which the athlete is appealing
 2. Details of the grounds of appeal upon which the athlete relies, including the precise way the athlete alleges that the player selection criteria have not been followed; and

3. Any documents or written evidence upon which the athlete relies in support of his or her appeal. These documents must be specifically relevant to the athlete's ground of appeal.

2. Formation of Appeal Board:

- A three-person Appeal Board will be convened by the Council, consisting of members who were not involved in the selection process.
- The Appeal Board will include Council Members and/or Men's/Women's Section Committee Members. No members of the selection committee nor the national sub committee shall sit on the appeal board and will be invited only to provide factual information on selection/ non-selection for the knowledge of the Appeal Board.

3. Decision Timeline:

- The Hon. Secretary General will notify the player of the Appeal Board's decision in writing **within 10 working days** from the appeal date.
- The decision of the Appeal Board is final.

**Working days exclude weekends and public holidays*

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