

NOVEMBER 2024



# **ATHLETE SELECTION POLICY**

## **FOR INTERNATIONAL COMPETITIONS**

**HONG KONG, CHINA ICE HOCKEY ASSOCIATION**

# SELECTION TO TEAM HONG KONG (INTERNATIONAL COMPETITIONS)

## A. PREAMBLE

Hong Kong, China Ice Hockey Association (**HKIHA**) is committed to selecting players on the principle of fairness, openness and impartiality.

## B. THE SCOPE

This Policy applies to:

- All registered Players of the HKIHA ; and
- Players who fulfil IIHF and/or IOC requirements to play for the Hong Kong Men's / Women's / U20 Men's / U18 Men's / Youth National Ice Hockey Team; or
- Players who fulfil the Tournament Requirement to play for the Hong Kong Men's / Women's / Youth (of any divisions) National Ice Hockey Team

## C. DEFINITION

- "International Competitions" refers to any ice hockey events or competitions in which the team / player enters as Hong Kong / Team Hong Kong, irrespective of the tournament scale and location.

## D. PURPOSE

- To establish an agreed process for coaches and HKIHA on the selection of players for Team Hong Kong.
- To prevent conflicts over player selection between coaches, players and teams.
- To embody core values of equal opportunities, fair competition and impartiality in player selection.

## E. PRINCIPLES

Player selection is in accordance with the following principles:-

- Promulgate the core values of equal opportunities and fair competition in athlete selection.
- Allow players fair and full opportunity to display their worthiness for selection and to fulfill the aims of the organization at the competition.
- Ensure transparency in respect of the information about the selection and the selection process, and timeliness in the dissemination of the information.
- Uphold the principle of impartiality in the selection process, including the formulation of a mechanism for declaring conflict of interest, actual or perceived, and the guidelines for taking appropriate actions following the declaration.

## F. SELECTION PANEL

- To safeguard fairness, openness and impartiality for each event, the selection of players will be made by a Selection Panel comprising of the following:-
  - Head Coach and/or Assistant Coach of the Representative Team / HKIHA Full Time Coach(es) / Independent Evaluator (no more than two (2))
  - The Chairperson of Men's/Youth's/Women's Commission or his/her delegate
  - No more than two (2) HKIHA registered Coaches (selected by the EC) who have in-depth knowledge of the players.
- The selection of players will be completed by the Head Coach / Assistant Coach / HKIHA Full Time Coach(es) / Independent Evaluator (no more than two (2) as the case may be) along with up to 2 HKIHA registered Coaches.
- Following this process, the Chairperson of Men's/Youth's/Women's Commission or his/her delegate would approve the selection prior to review and endorsement by all HKIHA Executive Committee members (EC). The composition of the Selection Panel based on the above format for each event will be approved by EC.

## G. PLAYER ELIGIBILITY

- To be eligible for selection of an IIHF Event or Asian Winter Games in Team Hong Kong, the following conditions apply :
  - The player must hold a current HKSAR Passport.
  - The player must be a currently registered player of Hong Kong, China Ice Hockey Association.
  - Players are required to participate in the Hong Kong National League or HKIHA Sanctioned League unless an exemption is granted.
  - A player may be eligible for more than one national team.
  - If the player holds second citizenship, application of player eligibility must be processed.
  - The eligibility is in accordance with the IIHF Bylaw 4.
    - World Men Division: male athlete and at least eighteen (18) years of age on December 31 of the year in which the Championship Season ends. Players who do not meet the minimum age requirements, but who will have their 16th or 17th birthday in the year in which the Championship Season ends, may participate if they have a signed under-age waiver as stipulated in IIHF Bylaw 10.6.2.
    - World Men U20: male athlete and be no younger than fifteen (15) years of age, and no older than twenty (20) years of age, on December 31 of the year in which the Championship Season ends.
    - World Men U18: male athlete and no younger than fifteen (15) years of age, and no older than eighteen (18) years of age, by December 31 of the year in which the Championship Season ends.
    - World Women: female athlete and be at least eighteen (18) years old by December 31 of the year in which the Championship Season ends. Players who do not meet the minimum age requirements, but who will have their 16th or

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17th birthday in the year in which the Championship Season ends, may participate if they have a signed under-age waiver as stipulated in IIHF Bylaw 10.6.2.

- Players must comply with any rules of eligibility applied by HKIHA and relating specifically to the tournament or event that they are being selected for – i.e. gender, age restrictions, performance or specific skill parameters.
  
- To be eligible for selection of a National Game of China / Winter Youth Olympic Games / local-international competitions / other international competitions such as Challenge Games, Exhibition Games, Invitation Games, any other youth leagues or tournaments in Team Hong Kong, the following conditions apply :
  - The player must hold a current HKID.
  - The player may be required to hold a current HKSAR Passport.
  - The player must be a currently registered player of Hong Kong, China Ice Hockey Association.
  - Players are required to participate in the Hong Kong National League or HKIHA Sanctioned League unless an exemption is granted.
  - Players must comply with any rules of eligibility applied by HKIHA and relating specifically to the tournament or event that they are being selected for – i.e. gender, age restrictions, performance or specific skill parameters.

## H. SELECTION PROCESS

1. Online Registration
2. Eligibility Filtering – After registration deadline, evaluate all submissions in accordance with criteria for filtering (i.e. age group compliance, skill level requirements, tournament specific requirements).
3. Team Formation – Analyze the pool of Eligible Candidates to form the team. If the pool of Eligible Candidates does not exceed the maximum number of players of the tournament; or drop candidates out by referring to the Selection Criteria if necessary, form the team directly from this pool with the maximum number of players permitted. If the pool of Eligible Candidates exceeds the maximum number of players permitted in the tournament, the Selection Criteria below shall apply.
4. Reserve List – A reserve list of players for any potential replacements shall be maintained, if considered appropriate.
5. Announcement of Results

## I. SELECTION CRITERIA

- If the pool of eligible candidates exceeds the maximum number of players of the tournament, the Selection Criteria will be based on a combination of objective and subjective measures, which may be adjusted to reflect the specific demands of each tournament:-
- Objective Criteria :- (these criteria may vary based on tournament requirements)
  - Skating / Playing ability
  - Conditioning
  - Shooting Skills
  - Passing Skills
  - Playing Position
  - Game Performance Metrics

- Subjective Criteria :- (these criteria may vary based on tournament requirements)
  - Player's Character / Attitude / Hockey IQ / Hockey Sense
  - Compete Level
  - Coachability
  - Teamwork and Communication
  - Willingness and availability to participate
  - Adherence to Players & Parents Code of Conduct
  - Coaches rating.
  - The player's current level of skill and physical fitness, including any current or potential injury or condition which will impair, inhibit or prevent the participant's performance to the requisite level.
- The player having no financial obligations to the HKIHA. Players with debts from previous seasons and without prior arrangement with the HKIHA, will be deemed ineligible.
- The Selection Criteria / Scoring System provides a structured and quantifiable approach to player evaluation, ensuring that selections are based on a comprehensive assessment of both skills and personal attributes. Adjustments may be made to the weights or criteria based on specific tournament needs or other factors that the Selection Panel deems relevant. Any changes shall be subject to EC approval.

## J. SCORING SYSTEM

- HKIHA uses scoring system for selection.
- Players will be evaluated based on a total score derived from both objective and subjective criteria.
- The maximum score available will be 100 points.
- The objective category takes 60%, while subjective category takes 40%.
- The evaluation weighting for player selection will follow a flexible weighting structure which may be adjusted based on the configuration of the Selection Panel and the specific event/tournament. :-
  - Head / Assistant Coach of the Respective Team / HKIHA Full Time Coach(es) / Independent Evaluator (as the case may be), generally carries 50% of the total evaluation score
  - Up to 2 HKIHA registered Coaches selected by the EC carries 50% (combined), each coach typically contributing 25%.
- Players with most points will be selected.
- Players with scores close to the cut-off may be placed on a reserve list for any potential replacements.

## K. REMOVAL FROM A TEAM

Any player may be removed from a team by the team coach or HKIHA if they:

- 1) Breach or fail to observe this Policy, the IIHF Constitution or the Regulations and the code of conducts;
- 2) By reason of illness or injury are unable to perform to the required standard in the opinion of the head coach (after having received advice from a medical practitioner);
- 3) Breaches or fails to fulfil a requirement of the IIHF / IOC Anti-Doping Policy; or
- 4) Breaches or fails to comply, fulfil and observe the requirements in the national team agreement;
- 5) Is ineligible for selection to or continued membership of the national team;
- 6) Fail to sustain their performance and attitude to a satisfactory level, provided that the required performance levels had first been discussed



with the participant and the participant had been given the opportunity to attain those performance levels.

7) In the event of a disputes, EC will have the final say.

## L. NOTIFICATION OF RESULT

- All applicants, irrespective of shortlisted or not, will be notified of the result as soon as possible by email as provided in online registration. Date of announcement of result will be stated on the registration webpage.

## M. DOCUMENTATION

- All selection documents, including scoring sheets of both objective and subjective categories, will be recorded and kept in EC minutes for future verification if needed.

## N. APPEAL

- A player who wishes to appeal against his/her non-selection in the roster for Team Hong Kong in respect of the event he/she has applied to participate in, must lodge an appeal in writing to the General Secretary of Hong Kong, China Ice Hockey Association within 48 hours of the announcement of the Team Hong Kong Roster, clearly setting out the reasons for the appeal together with supporting documents (if any) and the appeal fee of HK\$1,000 delivered to Hong Kong, China Ice Hockey Association (cheque payable to: Hong Kong, China Ice Hockey Association Limited).
- If the appeal is upheld, the appeal fee will be refunded.
- The General Secretary will convene a provisional appeal meeting comprising of at least three and no more than five members from HKIHA Members –(HKIHA Affiliate Members & Ordinary Members who have had no part in the selection process will be randomly picked), to hear and decide on the appeal. The General Secretary will inform the player of the Appeals Board's decision in writing within 14 days of the date of appeal.
- The decision of the provisional appeal board shall be final.