



IHNSW TEAM SELECTION POLICY AND TEAM GUIDELINES

V1 2025

INTRODUCTION

Ice Hockey New South Wales (IHNSW) participates in the five (5) Ice Hockey Australia (IHA) National Championships:

- Jim Brown – males and female goaltenders aged 17 and over as at December 31st
- Steph Boxall – females aged 14 and over as at December 31st
- Syd Tange – males and female goaltenders aged 18 and under as at December 31st
- Kurt Defris – males and females aged 15 and under as at December 31st
- Phil Ginsberg – males and females aged 13 and under as at December 31st

IHNSW is also responsible for the Sydney Sirens of the AWIHL.

To participate on a NSW team is a privilege and as such the below guidelines serve to outline the expectations of IHNSW, team management, and players.

PLAYER SELECTION

IHA sets the date for the National Championships in October/November of the previous year. The AWIHL season begins approximately late October each year.

Approximately 14 weeks before the date of the first game for each championship or AWIHL season, IHNSW will book three (3) one-hour ice sessions for tryouts. The first two tryouts will be open to any eligible players in the age group. The third tryout will be by invite only, after the performance of all players is assessed.

All three tryouts will be attended by minimum three (3) and maximum five (5) independent selectors as determined by IHNSW.

Where numbers allow, teams will be composed of 12 forwards, 6 defense, and 2 goaltenders. Up to 4 reserves should also be selected.

Where possible, and in consideration of the final spots on the team, players of equal calibre should be ranked from oldest to youngest, with play-ups given lowest priority.

Players selected to the team must be available for all games and as such are not able to join the team part way through the tournament/season. Any players serving a suspension at any level will need approval from IHNSW.

Players must make every effort to attend all tryouts. Players who cannot attend any tryout (injury, living overseas, etc.) must register an expression of interest as well as emailing a detailed explanation to the IHNSW office, as well as evidence of playing ability and letter of recommendation.

IHNSW will keep a register of all players who have tried out, as well as what try-outs they have been in attendance for, and what ones they only EOI'd for.

All players, regardless of attendance, must register online via esportsdesk for the tryouts. This payment is used to cover the ice hire for the tryouts. Any surplus funds will be given to the team for expenses. Selectors are paid by IHNSW to attend the tryouts, the payment does not come from the tryout registration fee.

Teams will be announced within 7 days of the third try-out. IHNSW must respond to any queries for feedback on non-selection within 5 days of the request.

Players who are unsuccessful for the NSW state team or Sydney Sirens, may be eligible to play for another state/AWIHL team. To be eligible, a player must attend at least one tryout in person. A player must not have withdrawn from tryouts. No player is to approach another state requesting selection, nor can a player be approached directly by another state. All players who are not successful with NSW will have their names submitted to Ice Hockey Australia to be included in the player pool process, if required. It is then up to IHA to draft players to other states who make requests for pool players. Players who do not wish to play for other states may decline the invitation.

Selection document [HERE](#)

SELECTOR REQUIREMENTS

IHNSW will choose three to five independent selectors per tryout, each of whom will be compensated \$50 upon submitting their selector sheets. Selector sheets will be provided by IHNSW.

Selectors must:

- Be a member of IHNSW
- Be at minimum a Level 1 accredited ice hockey coach
- Advise of any conflict due to financial compensation from any parent or player for hockey coaching

Selectors are required to send a scan or other copy of their sheets to IHNSW within 3 days of the tryout.

COACHING APPOINTMENTS

To coach for IHNSW is a position that should be very highly regarded. IHNSW expects that coaches will uphold the highest standards of behaviour for both themselves and their players.

Coaching appointments will be made after the second try-out, through an application process as advertised by IHNSW, and approved by the IHNSW board. Coaches will be appointed to one (1) year terms only. Coaches will have input to the final selection of teams with input from IHNSW.

Coaches must have, at minimum, a Level I coaching accreditation recognized by IHA, and be members of IHA and IHNSW. Coaches must also have a valid Working With Children Check.

Head Coaches may make recommendations for Assistant Coaches, however these must be approved by the IHNSW board.

Coaches are responsible for practice sessions, game play, and player behaviour on and off the ice. Coaches must also attend pre- and post- tournament meetings.

Coaches performance, both on and off the ice, will be reviewed at the end of the tournament.

MANAGER APPOINTMENTS

At the same time that the Coaching roles are advertised, IHNSW will advertise for the Manager position. Managers will be appointed to one (1) year positions only. Managers must be registered members of IHA and IHNSW. Manager performance will be assessed at the conclusion of the tournament.

The Manager's role is extensive and involves coordinating most aspects of the team's trip. The role includes organising:

- ✓ Travel to/from the games
- ✓ Travel at the games
- ✓ Accommodation
- ✓ Meals
- ✓ Distribution of Uniforms
- ✓ IHNSW and IHA paperwork
- ✓ Selection of Cabin Parents if required
- ✓ Supervision of players
- ✓ Entertainment
- ✓ Responsibility for collection and reconciliation of all money
- ✓ Submission of a tournament report
- ✓ Attendance at pre- and post- tournament meetings

*All Team Officials must be 18 or over.

DOCUMENTATION

There are a number of documents required by IHA prior to the tournament/season, that have strict deadlines that must be adhered to. For National Championships, this information can be found in the IHA Sport Regulations which will be provided to the Manager upon appointment to the role. For the Sydney Sirens, these documents will include Player contracts and IHA documentation that will be provided to the manager.

DRUG TESTING

Players should be aware that the Defris and older age groups can be required to undergo drug testing at the discretion of Sport Integrity Australia. Players should be directed to the Sport Integrity Australia website www.sportintegrity.gov.au to ensure they are not taking prohibited substances and be aware of recreational drugs that are prohibited.

TOURNAMENT ENTRY FEE – NATIONAL CHAMPIONSHIPS

The team is required to pay a tournament entry fee to IHA before the tournament. This is currently \$2200.00 GST inclusive. The fee is to be forwarded to IHNSW together with the paperwork for IHA no later than 45 days before the tournament.

FINANCES

All players and officials must pay their tournament expenses **IN FULL** before departing for the tournament or the season. Should players require a payment plan, managers can make a request to the Executive of IHNSW.

IHNSW will pay up front where required. Managers can use their own account for team expenses. Managers will request money be transferred from IHNSW based on the approved budget. All remaining money is to be transferred back to IHNSW at the conclusion of the tournament/season.

For reporting purposes, IHNSW will supply a spreadsheet which must be used to collate all income and expenses for the team including tryouts, training, tournament income and expenses.

It is essential that the bank account supplied by IHNSW is used to collect player payments and the team report supplied in the format required by IHNSW.

The Manager's role includes responsibility for organising finances to cover team expenses. Expenses are divided equally amongst the players.

Funding by team members of the Head Coach and Manager expenses:

- Return Air fare
- Accommodation – the coach is allocated cabin parent accommodation where required
- Meals at the tournament
- Transport in team bus
- Entertainment
- *Uniform is at the cost of the coach and manager

Expenses to be included in the budget are:

- ✓ IHA Tournament Fee \$2200 or any AWIHL fees (ie. Finals)
- ✓ Flights
- ✓ Tournament Bus transport (including fuel and tolls)
- ✓ Accommodation
- ✓ Meals
- ✓ Entertainment
- ✓ Photographs
- ✓ Contingency of 5% for unexpected expenses

TRAINING

IHNSW will be responsible for booking up to seven (7) one-hour ice sessions for training, prior to the National Championship tournament. IHNSW will be responsible for booking up to two (2) trainings per week for the Sydney Sirens immediately after tryouts and during the season. These trainings will be spread across Sydney, Central Coast, and Newcastle venues. Where possible, if the National tournament is in NSW, the last training will be held in the venue that the tournament is being held at.

Players are expected to attend all trainings. Coaches are expected to ensure that all players prioritise state training over other events including other sports and unsanctioned ice hockey fixtures. Failure of players to prioritise training, or coaches failing to require this, could see sanctioning of both player and coach. Players missing too many trainings may be replaced by a reserve.

Players must prioritise their age grade. That is, a play-up whose state training clashes with their age-grade game/training, must play in their age grade. A player whose state training clashes with a game they play up into (ie. A 2nd year 17U player who plays up into EC SL) must prioritise state training.

TRAVEL

The Manager is required to organise all travel to and from the tournament for the team. This may include air travel. With the exception of AWIHL which is cost-equalized, all air travel is to be booked through IHNSW partner travel agent Melanie Kelaher at Allsorts Travel (melanie@allsorts.com.au). Where possible, airfares should be purchased before the team is announced, and names provided to the travel agent after. This will likely result in cheaper flights.

NSW teams will arrive no earlier than the day before the tournament starts and depart no later than the day after the Grand Final. This ensures that the players do not have to take extra time off work/school and to keep costs to a minimum.

UNIFORMS

IHNSW's Uniform Supplier is PHA Promotional ph: 9882 3001 or ken@phapromotional.com.au. Uniform orders will be done through esportsdesk and collated by IHNSW. The Manager will be provided a copy of the Uniform order to review before it is submitted to PHA.

To recognise the achievement of being selected for a State Team, uniforms are only to be supplied to players and Officials listed on the Team Sheet. Uniforms are not to be provided to reserves, parents, siblings, etc.

Player may request a certain jersey number. Players who have represented IHNSW at previous tournaments are given first preference to the allocation of numbers and normally retain that number throughout their representative career.

Uniform costs are born by each player and official individually.

Individual sponsorship is not permitted on IHNSW State Team Uniforms. Any team sponsor must be approved by IHNSW on case by case basis.

The compulsory IHNSW uniform consists of:

Item	Age grade	Requirement	Item Numbers*
Jersey	All	Yes x 1	1, 2, 3
Socks	All	Yes x 1	4
Navy Jacket	Ginsberg, Defris, Tange, Boxall	Yes x 1	29-A, 29-K, 29-L
	Brown	Optional	
Polo shirt	All	Yes x 2 or 3 (4 or 5 day tournament, possible air travel will determine number)	12
Track pants	Ginsberg, Defris, Tange	Yes x 2	9,10
	Brown, Boxall	Optional	9,10

Hoodie	All	Yes x 1	18
Warm up shorts	All	Optional	11
Training shirt	All	Optional	16
Hat or beanie	All	Optional (management decision based on time of year)	34, 37
White dress shirt and black pants for semis and finals	All	Yes x 1	Self-purchased, no logo
Tie for semis and finals	Ginsberg, Defris, Tange, Brown	Yes x 1	38
	Boxall	Optional	38
White helmet	All	Yes	Self-purchased, no stickers other than safety and compliance
Water bottle	All	Optional	40
Backpack	All	Optional	42
Player Shorts	All	Cover pants provided by IHNSW	

*From PHA spreadsheet. Sydney Sirens may choose to have only a small number of items, such as a polo, however the team must be uniformly attired.

For Ginsberg and Defris, it is expected that uniforms will have the player number embroidered on the left arm or left leg of all items (and hat) due to players consistently mixing up clothing. If needed in the younger grades, due to rough play, Manager's may organize a laundry day part way through the tournament. Having uniforms numbered will allow proper distribution after laundering. No names are to be placed on uniform other than the jersey.

All players must wear the mandatory uniform as listed above. Players and coaches must wear the uniform correctly and represent IHNSW with pride. Examples of inappropriate attire for both State Teams and Sydney Sirens include:

- ✓ Hats of other brands or leagues
- ✓ Hats on backwards
- ✓ Bum bags or otherwise slung across the shoulder
- ✓ Track pant legs rolled up
- ✓ Altering the uniform in any way

Teams may show pride by carrying celebration items such as pom poms, decorating the bus, etc.

SPONSORSHIP

IHNSW does not contribute to the funding of any state teams or the Sydney Sirens. Team sponsorship may be sought by the manager and team members. The Executive Officer of IHNSW supplies letters for this purpose. No alterations are permitted to the uniform for the purposes of sponsorship.

Individual sponsors are not allowable for State Teams. Sydney Sirens players may seek individual sponsorship, however the type of sponsor, type of display (ie. Patch on uniform, logo in program, advertising on live stream) must not clash with any state or national sponsor and must be approved by IHNSW.

Further guidance on individual sponsorship for Sydney Sirens can be found in Appendix B.

IHNSW will support teams travelling to Western Australia by contributing \$100.00 each to the players, Manager and Head Coach. This includes the Sydney Sirens.

FIRST AID AND NSW FLAG

The Flag is used in Opening and Closing Ceremonies. The flag and first aid kit are to be picked up from the IHNSW office.

Any supplies used during the tournament are to be replaced with new supplies and paid for from team funds. At the end of the tournament the kit is to be returned to IHNSW to be passed on to the next travelling team.

TRANSPORTATION

Bus transportation is the cheapest transport for a team. If a parent attending the tournament has a heavy vehicle licence you are lucky! 22 and 25 seaters are available from all states and the team will require a trailer to transport the hockey bags and sticks to and from the accommodation and rink. If you do not have a parent with the appropriate licence then the next best option is generally 2 x 12 seaters and a van for equipment. Neither require a special licence.

It is MANDATORY to pay the extra daily rate to reduce the insurance to the minimum excess in case of an accident. Any excess will be payable from team funds, not the driver of the vehicle, unless negligence can be proven.

Team management may travel on the team bus for no cost. Parents, siblings, and spectators may not travel on the team bus.

ACCOMMODATION

IHNSW has adopted the Cabin Parent system for the younger minor hockey age groups (Ginsberg and Defris). This involves allocating a cabin parent from the Team Officials and, if necessary, parents attending the tournament. All adults taking on the role of Cabin parent must be registered as a minimum with IHNSW as a Non Playing Official (NPO) as well as having an active Working with Children Check.

Accommodation costs for cabin parents are free and are to be shared equally amongst the players. Partners of cabin parents are not allowed to stay in the team accommodation.

Tange, Brown, Boxall, and Sydney Sirens maybe accommodated in an apartment-type accommodation without requiring an adult in each room. It is critical that managers use discretion in allocating rooms so that responsible, mature members are paired with minor-aged children. The managers are still ultimately responsible for the care and protection of under-aged players. AWIHL have a set of guidelines that the Sydney Sirens must also conform to.

For minor age teams, partners of the coaching/cabin parent staff are not to be accommodated in team accommodation. For adult age teams (Sirens, Brown, and Boxall) partners of players are not permitted to share team accommodation. An exception to this rule may be approved by the executive of IHNSW, for instance if the player's partner is a coach of the team. Approval will be sought by the manager or Sydney Sirens portfolio holder. Players who receive approval for such will be expected to contribute to the overall cost of accommodation.

Accommodation will be covered for team officials, such as Assistant Coaches and Equipment Managers, provided they are cabin parents. For Brown, and Boxall, a cost for accommodation will be charged to these officials. For Sirens, the cost of accommodation for Assistant coaches will borne by the players equally.

MEALS

Meal times and types of meals (either eating in or dining out) are to be organised in conjunction with the Coaching staff. Breakfast fruit and snacks should be provided to each room of accommodation.

Cabin parents are expected to pay for their own meals when the team dines out, but their food costs will be covered when eating in the cabin.

Team officials who do not act as cabin parents must contribute to their own food costs.

It is strongly advised on the last night to ensure entertainment for the Sirens and Tange players so as to avoid issues with supervision and alcohol.

ALCOHOL

All NSW u18 players are not permitted to consume alcohol whilst away representing IHNSW. Alcohol can be an issue on the last night of the tournament in particular. It is strongly advised as mentioned above that and Tange and Sirens players are taken out to eat the last night, and extra supervision may be necessary. It is particularly important to supervise the u18 players on the Sirens, Brown, and Boxall teams.

The players should be closely monitored on the last night and any alcohol being consumed by adults in attendance is kept in sight of adults and away from players. It is also advisable to be cautious of mixing with other teams. Some states do not have the Child Protection Laws in place as NSW law does.

If a u18 player is found to have consumed alcohol whilst a member of the team, it is the responsibility of the Team Management to handle the situation in an appropriate manner and advise IHNSW of the incident. IHNSW will determine if the situation requires further investigation and if further disciplinary action against the player or team management is warranted.

There have been complaints made to IHNSW and the Office of Sport by parents in the past relating to alleged alcohol issues. All complaints are taken seriously by IHNSW and will be investigated. We cannot emphasize enough that there is zero tolerance of alcohol consumption by u18 players who are representing IHNSW.

CEREMONIES – NATIONAL CHAMPIONSHIPS

Both the Opening and Closing ceremonies must be attended by the team. IHA levies a \$1000 fine for any team not attending either ceremony.

Teams are expected to arrive early and dressed appropriately for the ceremonies. Teams not participating in the game immediately after the Opening Ceremony, or the Gold medal game immediately prior to the ceremony, are expected to be appropriately attired. Opening ceremonies may be attended in hoodies or jackets, provided the team is uniform in representation. Closing ceremonies, for all age grades except Ginsberg, should be attended in formal finals wear as listed in the uniform section of this document. Optional hats may be worn but are to only be state team hats, worn properly.

BEHAVIOUR AND DAMAGES

It is expected that all officials and players will behave in a manner befitting of a state representative team. Any on-ice behaviour will be dealt with through an IHA tribunal, however IHNSW reserves the right to review and place further sanctions on any official or player for inappropriate on-ice behaviour.

It is a reminder that, in the social media age, that IHNSW is likely to be made aware of inappropriate off-ice behaviour. Off-ice behaviour that is not befitting of a representative state team is equally punishable by review and sanction from IHNSW.

Players who are attending a National Championship or AWIHL season must be able to stay independently from their parents in team accommodation, supervised by team staff. Any special needs must be disclosed prior to the player being named to the team, and while all efforts will be made to accommodate the player, IHNSW at its discretion may not name the player to the team. Any behavioural misconduct at prior Championships or other sanctioned events (Melt the Ice, etc.) will also be taken into consideration when selecting players.

Any damages incurred by IHNSW team members are to be settled from team funds and deducted from those players who caused the damage. If the amount of damage is greater than the final individual refund at the conclusion of the tournament, the player/s responsible are required to pay the difference. If payment is not received the player will be prohibited from participating in sanctioned matches until the debt is repaid.

CANCELLATION OF PARTICIPATION AFTER COSTS PAID

Players can be unavailable to play at short notice due mainly to injuries or suspensions. If very close to the tournament departure, a reserve may not be able to take the place in time. Costs are fixed for flights, accommodation, tournament fees, and other costs and IHNSW does not have the ability to cover these costs. As such, an injured or suspended player may not receive back all of the money for their trip.

IHNSW does not take travel insurance for State Teams as every attempt is made to keep costs low for participation. It is recommended to all players individually take out insurance for cancellation to the level they feel appropriate.

TOURNAMENT REPORT INCLUDING FINANCIAL REPORT

The Team manager will supply IHNSW a complete report within 10 weeks of the final game of the tournament/season.

The tournament report should include:

- ✓ Team list with Captains and Officials
- ✓ Tournament/season outcome e.g. Champions ranked in order to last team
- ✓ MVP
- ✓ Player statistics
- ✓ Accommodation used by the team
- ✓ Damages if any incurred
- ✓ General conduct of the team

Statistics can be obtained from the IHA website, printed and included directly in the report.

The Financial report will be prepared on the IHNSW spreadsheet and includes:

- ✓ All income derived in relation to the team including tryouts, uniform, training, tournament charge etc
- ✓ All training expenses
- ✓ Any expenses relating to the team attending the tournament (Bus, Accommodation, meals, first aid items purchased etc)
- ✓ Receipts/Invoices must be retained and handed in with the report to IHNSW.
- ✓ List detailing how the refund to players is to be paid. Any individual expenses occurred whilst attending a tournament are to be deducted from players refund (e.g. mouthguard / neck guard replacement etc)

APPENDIX A – OFFICIALS FUNDING

ITEM	HEAD COACH	MANAGER	ASST COACH	ASSIST MANAGER	EQUIPMENT MANAGER
Flights	YES	YES	NO	NO	NO
*Accommodation	YES	YES	YES	YES	YES
*^Meals at accom	YES	YES	YES	YES	YES
^Meals out	YES	YES	NO	NO	NO
*Bus	YES	YES	YES	YES	YES
*Team Activities	YES	YES	YES	YES	YES
Uniform	NO	NO	NO	NO	NO

*If acting as cabin parent

^All Sirens management pay for their own meals, including Head Coach and Manager

APPENDIX B – INDIVIDUAL SPONSORSHIP FOR SYDNEY SIRENS PLAYERS

These guidelines apply to Sirens players who organise individual sponsorship, and in return want to give their sponsor visibility through Sydney Sirens. This section does not apply to players who organise for a sponsor to pay their fees but want nothing from Sirens in return.

Players can choose to give their sponsor visibility via the following:

- A mention of the sponsor in the home game program [*not currently available for the 2024/25 season*]
- A mention of the sponsor on the home game live feed. This is a best-efforts option as Sirens do not control the live feed, but the producers are often open to including sponsor logos [*option closed for the 2024/25 season*]
- Display of the sponsor's logo on the player's pants (or cover pants if part of the standard uniform) – ONE PATCH PER SPONSOR
- IHNSW consider the value of a player patch on the leg to be approximately the cost of the season fees per player. Should a sponsor wish to pay less for the privilege of a logo in a home game program or live feed, this can be proposed to IHNSW for approval.

Procedure for individual sponsorship

Player must apply to IHNSW (eo@ihnsw.com.au) providing the following:

- Sponsor company name and a short description of business
- Sponsor ABN and business address for billing purposes
- Provide a mock-up of the pants sponsor patch. Sponsor patch to have a dark background in-line with pants colour. Logo to be in a contrasting/complementary colour.
- Advise preferred location of sponsor patch on player pants - front/back left/right.
- Provide a copy of the sponsor logo for inclusion in the game day program. Logo should be in popular format like JPEG or PNG, or as otherwise advised.
- Provide a copy of the sponsor logo for use on the live stream broadcast. The live stream producers may require a different format to the logo above. You will be advised if a different format is required.
- Advise IHNSW where the sponsor invoice is to be sent. eg, sent direct to sponsor, or given to player to be handed to sponsor.

IHNSW will:

- Review the sponsor company to ensure that it does not clash with any IHA, IHNSW, AWIHL league or Sirens team sponsor; and that it does not promote products or activities that are in conflict with IHA and IHNSW advertising guidelines (alcohol, smoking, gambling etc).
- Approve the patch mock-up, or provide guidance where the patch is not approved.
- Approve the preferred patch location, or advise if that location is not available.
- Forward the sponsor logo to Sirens team management for inclusion in the program.
- Forward the sponsor logo to Sirens team management to be passed on to live stream producers.
- Produce an invoice for the sponsor to pay against. The invoice will be for the full amount of the Sirens' player fees plus GST. Wording will be "Season sponsorship of Sydney Sirens player [player's name] for season 2024/25" or similar.

Note:

- The sponsor invoice must be paid in full before the sponsor's logo can be promoted through Sydney Sirens.
- Player can nominate a preferred location of the sponsor patch on player pants - left/right front/back. (Only one patch per sponsor). Priority placement is given to team sponsors.
- Cost of the sponsor patch to be borne by the individual player or sponsor, not by the team.
- IHNSW approval of a sponsor is only valid for the current season. If the same sponsor is used for subsequent seasons new IHNSW approval must be sought.