



Hockey Victoria
League Entry Criteria
Premier League 2017 -2019

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Table of Contents

Desired Outcome of the LEC & Competition Quality Measures	page 3
About the League Entry Criteria	page 4
Stakeholder Management (Consultation)	page 5
Competition Balance & Measuring On Field Performance	page 6
Support for clubs	page 7
Summary: LEC and HV Assessment	page 8-9
2018 LEC Criteria	page 10-14
2019 LEC Criteria	page 15-18
Definitions	page 19
2017 Application & Assessment Process	page 20

Desired Outcome of the LEC

Broadly speaking the League Entry Criteria (LEC) is an all of sport process implemented to encourage strong sustainable hockey clubs into the future. The entry standards for Premier League are based in industry best practice and geared at ensuring all aspects of the sport are developed within clubs to ensure improvement at all levels.

The LEC ensures accountability of current Premier League clubs and emerging Vic League clubs to the development of the game.

The LEC is a long-term sustainability decision and whilst the 'success factors' outlined below are the wider strategic outcomes HV would like to see as a result of the change, it is vitally important that all Affiliates are patient in the first phase of its implementation.

The 'Success Factors' as part of the roll out of the League Entry Criteria are below:

- Ongoing growth in participation within Victoria – 90% of clubs achieving participation increases annually during this time.
- Improve the sustainability of all Victorian hockey clubs through the 'off field' standards
- Increase the number of and improve the quality of Coaches & Officials
- Improved governance standards of all Victorian hockey clubs
- Management of the quality of the Premier League competition
- Increasing the number of home grown players playing Premier League for their clubs

Competition Quality Measures

Taking into account the fact that management of competition quality is part of the desired outcome for the LEC, a number of competition quality measures are being developed.

They will be used to assist in managing competition quality and in determining the speed with which additional teams may be promoted into Premier League in the future.

About the League Entry Criteria (LEC)

What the Premier League Entry Standards are not

It is important to note the League Entry Criteria is not a plan to expand the Premier League by adding extra teams. It is about rewarding those clubs wishing to compete in Premier League that develop themselves to sustainable standards. It is sustainable clubs that will underpin the future success of the sport.

Number of teams in the Premier League

Ultimately, the number of teams in Premier League will be driven by the number of affiliates meeting the on and off field criteria and the ongoing measurement of the 'Competition Quality Measures' set out in this document. In the event 20 teams qualify for Premier League into the long-term future, HV intends to consolidate the competition to review the Premier League & competition structure going forward. HV plans to conduct a full assessment of the Premier League & Vic League structure impact during season 2018 to determine if any early intervention is required and to table specific options into the future.

League Entry Standard - Review

HV will conduct an annual assessment of the Premier League & entry standards and process, taking into account (amongst other things) the principles underpinning competition structure and the progress against the 'Success Factors' and the 'Competition Quality Measures' outlined in the desired outcomes of the LEC. If any changes are made this will be communicated to Affiliates.

HV Senior Competition Review

After the first two years of the LEC implementation, HV plans to conduct a review of the entire HV Competition in 2018, considering the impact that the growth of Premier League has had on the Premier League competition and on the Vic League, Pennant and Metro competitions. While HV have anticipated what some of the impacts may be, it is paramount that the new system is given at least two years before any major changes are considered.

Stakeholder Management (Consultation)

DATE	DESCRIPTION
August 2014	LEC discussion paper circulated to PL Presidents
October 2014	LEC open forum with PL & VL1 clubs
Feb – October 2015	LEC as an ongoing item on the PL Presidents Meeting agenda
August 2015	LEC consultation with VL2 and VL3 clubs
October 2015	LEC presentation at the Presidents & Vice Presidents Meeting
November 2015	PLWC established and members appointed
November 2015	LEC forum for Regional Affiliates in HV Competitions
November 2015	LEC Presentation at the Presidents & Vice Presidents Meeting
December 2015	PLWC presents the LEC Implementation Guide to the HV Board
December 2015	HV Board approves the broad based LEC in principle & documentation released
December 2015 – July 2016	HV, PLWC and Affiliates working together to finalise LEC & documentation.
November 2016 – Feb 2017	HV, PLWC & Board Review of Criteria and Application Process

Ongoing Feedback & Discussion

Both CEO Andrew Skillern and General Manager – Hockey Operations Sash Herceg are the key contact points for clubs to contact for clarification on any matters relating to the LEC and the details outlined in this document.

Hockey Victoria will continue to provide clubs with a process in which to raise broader strategic questions in relation to the LEC, however this will be done via the Presidents and Vice Presidents Meetings where all Affiliates are in attendance and able to contribute to the discussions.

The LEC will remain as a standard agenda item at Presidents & Vice Presidents Meetings and HV will continue to provide updates in relation to the progress towards the 'Success Factors' outlined in the desired outcomes of the LEC.

Competition Balance & Measuring On Field Performance

Performance of teams at Premier League level

Considering the long history of clubs entering and exiting State League 1 (Premier League) within one season (the 'yo-yo' effect) in the past, from 2017 any new Premier League team will have a two year 'grace period' so the team has time to demonstrate its 'On Field' capability.

During this two-year grace period HV will support the relevant clubs/teams with technical expertise (via the General Manager – Technical Performance) to improve the teams' preparation, training and recovery standards. This will allow the new clubs/teams to adjust to the Premier League on field standards (level), and provide the club with the opportunity to remain sustainable in the Premier League long term.

Competition Structure

To further address the competition balance, HV will utilise various strategies to manage competition structures.

Different techniques are used around the world to ensure matches remain competitive and relevant throughout a whole season. Through consultation with the clubs, HV has determined that the following principles will be applied:

- The link between PL team and the PLR team to be maintained
- The PL & PLR season to remain live for the whole season
- The link between clubs MPL and WPL to be preserved as far as practically possible through the fixturing process
- The length of season to remain manageable for athletes, coaches, officials and clubs

Different fixture & competition structure models will be considered depending on the number of teams in the competition. HV will consult with the clubs about the competition structure options as necessary, as and when the number of teams in the competition changes.

Support for clubs

As previously referenced the first point of contact for clubs in relation to the LEC is CEO Andrew Skillern or General Manager – Hockey Operations Sash Herceg. In addition to this the HV Community Hockey Team is made up of experienced development staff who have worked with many the clubs to build thriving junior programs and assisting in building your club officials, coaches and governance.

Your clubs 'Community Hockey Coordinator' should be and is your first point of contact when your club needs assistance in developing junior recruitment programs. Hookin2Hockey programs.

In addition to the Community Hockey Coordinators who will assist your club in driving **Participation Point** outcomes HV's new Hockey Education Coordinator Luke Gaetani will assist clubs in meeting their HockeyEd obligations under the LEC.

If you have any specific enquiries relating to Facility standards or Governance standards please contact Andrew or Sash.

Please find below a table which outlines the key HV contacts.

Andrew Skillern	CEO	askillern@hockeyvictoria.org.au
Sash Herceg	General Manager – Hockey Operations	sherceg@hockeyvictoria.org.au
Suzanne Henderson	General Manager – Community Hockey	shenderson@hockeyvictoria.org.au
Eliza Caldecott	Community Coordinator	ecaldecott@hockeyvictoria.org.au
Amy Coshan	Community Coordinator	acoshan@hockeyvictoria.org.au
Michaela Cook	Community Coordinator	mcook@hockeyvictoria.org.au
Luke Gaetani	Community Hockey Coordinators	lgaetani@hockeyvictoria.org.au
David Bourke	Competitions & Events Manager	dbourke@hockeyvictoria.org.au

Resources

To assist clubs with updating and/or developing the and procedures outlined in the League Entry Criteria, Hockey Victoria have produces a series of resources which can be found on the HV website <http://www.hockeyvictoria.org.au/Competitions-Events/League-Entry-Criteria>

Summary: LEC and HV Assessment

'Off field' League Entry Criteria

Vic League 1

Season	Phase	Club Management (Governance)	Club Management (Facilities)	Umpiring & Officials	Coaching	Participation Points (Team & Individual)
2018	Interim	YES	YES#	YES	YES	22
2019	Full	YES	YES*	YES	YES	Full (27)*

* or has collected the minimum of 22 points and can demonstrate Working Towards or demonstration of Working Towards (as defined on page 19)

Pitch surface only

Premier League Clubs (Current Premier League Clubs)

Season	Phase	Club Management (Governance)	Club Management (Facilities)	Umpiring & Officials	Coaching	Participation Points (Team & Individual)
2018	Interim	YES	YES#	YES	YES	22
2019	Full	YES	YES*	YES	YES	Full (27)*

* or has collected the minimum of 22 points and can demonstrate Working Towards or demonstration of Working Towards (as defined on page 19)

Pitch surface only

HV Assessment

VL1 Teams:

VL1 clubs seeking to have their VL1 teams enter Premier League must be eligible, meet the LEC criteria and be invited by HV to submit the relevant application in accordance with this document.

Applications will be assessed by HV against the LEC criteria, as set out in this document and the Checklists.

Despite a VL1 club meeting the relevant LEC in any given year, the Board of Hockey Victoria may, in its absolute discretion, determine not to invite a VL1 club to submit an application or not to promote the VL1 applicant's VL1 team to Premier League where:

- to do so would manifestly be in the best interests of hockey, the Premier League competition or the applicant club; or
- the club is in Financial Default.

Premier League Teams:

PL clubs seeking to have their PL teams remain in Premier League must meet the LEC criteria and submit the relevant application in accordance with this document.

Applications will be assessed by HV against the LEC criteria, as set out in this document and the Checklists.

Despite a PL club failing to meet the relevant LEC in any given year, the Board of Hockey Victoria may, in its absolute discretion, determine to allow the PL team to remain in Premier League where to do so would manifestly be in the best interests of hockey, the Premier League competition or the applicant club.

Subject to the grace period (refer page 5), if any PL team finishes in the bottom 2 on the ladder for 2 consecutive years but its club is still compliant with 'Off Field' criteria, HV will conduct an assessment on the team's 'On Field' capacity to remain competitive at this level. If assessed by HV as not capable, the team will lose its Premier League status.

Data Integrity:

If Hockey Victoria determines that any club seeking to have its Premier League teams remain in or be promoted to Premier League has deliberately falsified any part of its application, including but not limited to the records of individual and team participants, the club will be deemed ineligible to apply for Premier League status. This applies to current Premier League clubs and Vic League clubs.

2018 LEC Criteria

PREMIER LEAGUE: 'Off Field' assessment. Application process to remain in Premier League.

For its Premier League teams to remain in Premier League in season 2018, a PL club must:

- Collect the minimum 22 participation points (teams & individuals);
- Meet all the Governance standards;
- Meet the Facilities standards (pitch surface only);
- Meet the Coaching and Officials standards; and
- Submit an application to remain in Premier League.

Premier League: 'On Field' assessment

PL teams which meet the relevant 'Off Field' criteria but finish in the bottom 2 on the ladder in seasons 2016 & 2017 will be subject to an 'On Field' review. This does not apply to those PL teams that were promoted in 2017.

Subject to the grace period, if any Premier League team finishes in the bottom 2 on the ladder for 2 consecutive years but its club is still compliant with 'Off Field' criteria, HV will conduct an assessment on the team's 'On Field' capacity to remain competitive at this level. HV will consider a range of matters to determine the team's capacity to remain competitive, including but not limited to;

- Reserve team performance
- State team representation within the club (both junior and senior)
- Under 16 Shield performance
- Participation Points
- Player List management strategy

If assessed as 'not capable' the team will lose its Premier League status.

VIC LEAGUE 1: 'Off Field' assessment. Potential for up to 2 teams to be promoted.

If no Premier League team loses its Premier League status at the conclusion of the 2017 season, then the following criteria will apply to VL1 teams wishing to become eligible for Premier League in 2018.

VL1 club is eligible to apply for their Vic League 1 team to enter Premier League if:

- a) The VL1 club has collected the minimum 22 participation points (team & individuals); and
- b) The VL1 team is the highest ranked VL1 team based on the formula (VL1 Premiership Points (On Field) + Participation Points (Team & Individuals)); and
- c) The VL1 team finished top 2 on the VL1 ladder; and
- d) The VL1R team finished top 4 on the VL1R ladder.

If one or more Premier League teams lose their Premier League status at the conclusion of the 2017 season, then the following criteria will apply to VL1 teams wishing to become eligible for Premier League in 2018.

VL1 clubs are eligible to apply for their Vic League 1 team to enter Premier League if:

- a) The VL1 club has collected the minimum 22 participation points (team & individuals); and
- b) The VL1 team is one of the top 2 VL1 teams based on the formula (VL1 Premiership Points (On Field) + Participation Points (Team & Individuals)); and
- c) The VL1 team finished top 2 on the VL1 ladder; and
- d) The VL1R team finished top 4 on the VL1R ladder.

Eligible VL1 clubs must:

- Meet all the Governance standards;
- Meet the Facilities standards (pitch surface only);
- Meet the Coaching and Officials standards.
- Be invited by HV to apply for promotion; and
- Submit an application to HV for promotion.

2018 Participation Points (Team & Individual)

Category 1: Community Clubs and University/School Clubs with Full Participation Pathway

CATEGORY	CRITERIA	DESCRIPTION
Under 10 Participants 10 Points	1 participation point per 10 registered Under 10 participants	A registered participant is an individual participant registered in Hookin2Hockey or an Under 10 Individual Member (Hockey Victoria)
Junior Teams 12 Points	1 participation point per full field junior team entered into Under 12 – Under 18 Competition	
Senior Teams 5 Points	1 participation point per senior team entered into Competition	Note: Senior points can only be gained in a specific gender. For Example; 5 Women's teams = 5 points.

Category 2: University / School Clubs with 'Social Participation Programs'

CATEGORY	CRITERIA	DESCRIPTION
Social Participants 17 Points	1 participation point per 8 Registered Social Participants	See definition of Registered Social Participant
Senior Teams 5 Points	1 participation point per senior team entered into Competition	Note: Senior points can only be gained in a specific gender. For Example; 5 Women's teams = 5 points.

Category 3: Regional Association Team

CATEGORY	CRITERIA	DESCRIPTION
Under 10 Participants 10 Points	1 participation point per 25 registered Under 10 participants	A registered participant is an individual participant registered in Hookin2Hockey or an Under 10 Individual Member (Hockey Victoria)
Junior Teams 12 Points	1 participation point per 3 full field junior team entered into Under 12 – Under 18 Competition (local Association)	
Senior Teams 5 Points	1 participation point per 3 senior team entered Competition	Note: Senior points can only be gained in a specific gender. For Example; 15 Women's teams = 3 points

Note: Under 10 & Registered Social Participant points can be collected between 1 September 2016 – 31 August 2017. All Junior & Senior full field teams are collected as part of team entry numbers from the 2017 Competition season.

2018 COACHING & OFFICIALS CRITERIA

PREMIER LEAGUE: PL clubs must meet the 'Off Field' criteria (Coaching & Officials) outlined below.

VIC LEAGUE 1: Eligible VL1 clubs must meet the 'Off Field' criteria (Coaching & Officials) outlined below.

Standard	Criteria
Coaching	Minimum of 2 x Level 2 Accredited Coach (or higher)
Officiating	Minimum of 2 X Level 2 Accredited Umpire (or higher)
	Minimum of 1 Level 1 Trained Umpire Coach (or higher)
	Minimum of 2 X Level 1 Technical Officials (or higher)

2018 CLUB MANAGEMENT CRITERIA

PREMIER LEAGUE: PL clubs must meet the ‘Off Field’ criteria (Governance; Facilities) outlined below.

VIC LEAGUE 1: Eligible VL1 clubs must meet the ‘Off Field’ criteria (Governance; Facilities) outlined below.

Please visit the HV website for the full Facility & Governance Standards of the LEC: [LEC Facility & Governance Checklist](#)

GOVERNANCE	
Constitution	√
Strategic Plan	√
Club Finances	√
Policies	√
Organisational Structure	√
Communications	√
Diversity	√
Support of HV Initiatives (and relevant HA initiatives as required)	√

FACILITIES	
Pitch Surface	√
Pitch Lighting	X
Change Rooms	X
Dugouts & Tech Bench	X

2019 LEC Criteria

PREMIER LEAGUE: 'Off Field' assessment. Application process to remain in Premier League.

For its Premier League teams to remain in Premier League in season 2019, a PL club must:

- Meet or demonstrate Working Towards the full 27 participation points (teams & individuals);
- Meet all the Governance standards;
- Meet or demonstrate Working Towards all the Facilities standards, except the pitch standard which must be met in full;
- Meet the Coaching and Officials standards; and
- Submit an application to remain in Premier League.

Premier League: 'On Field' assessment

PL teams which meet the relevant 'Off Field' criteria but finish in the bottom 2 on the ladder in seasons 2017 & 2018 will be subject to an 'On Field' review. This does not apply to those PL teams (in any) that are promoted in 2018.

Subject to the grace period, if any Premier League team finishes in the bottom 2 on the ladder for 2 consecutive years but its club is still compliant with 'Off Field' criteria, HV will conduct an assessment on the team's 'On Field' capacity to remain competitive at this level. HV will consider a range of matters to determine the team's capacity to remain competitive, including but not limited to;

- Reserve team performance
- State team representation within the club (both junior and senior)
- Under 16 Shield performance
- Participation Points
- Player List management strategy

If assessed as 'not capable' the team will lose its Premier League status.

VIC LEAGUE 1: 'Off Field' assessment. Potential for up to [x] teams to be promoted*.

VL1 clubs are eligible to apply for their Vic League 1 team to enter Premier League if:

- a) The VL1 club has collected the full 27 participation points (team & individuals); or has collected the minimum of 22 points and can demonstrate Working Towards; and
- b) The VL1 team is one of the top [x]* VL1 teams based on the formula (VL1 Premiership Points (On Field) + Participation Points (Team & Individuals)); and
- c) The VL1 team finished top [x]* on the VL1 ladder; and
- d) The VL1R team finished top [x]* on the VL1R ladder.

* The number of teams will be determined by HV prior to the commencement of the 2019 season.

Eligible VL1 clubs must:

- Meet all the Governance standards;
- Meet or demonstrate Working Towards all the Facilities standards, except the pitch standard which must be met in full;
- Meet the Coaching and Officials standards;
- Be invited by HV to apply for promotion; and
- Submit an application to HV for promotion

2019 Participation Points (Team & Individual)

CATEGORY	CRITERIA	DESCRIPTION
COMMUNITY CLUB & UNIVERSITY/SCHOOL CLUB — with full participation pathway	Club must run HookIn2Hockey - HA National Recruitment Program	Club runs a registered (with HA) Hookin2Hockey program
	Individual members under the age of 10 - minimum 100 registered	A registered participant is an individual participant registered in Hookin2Hockey or an Under 10 Individual Member (Hockey Victoria)
	Junior Teams U12 to U18- minimum of 12 junior teams (Full Field)	
	Senior Teams (single gender) - minimum of 5 teams (Full Field)	Note: Senior points can only be gained in a specific gender. For Example; 5 Women's teams = 5 points
UNIVERSITY/SCHOOL CLUB — with social participation programs	Registered Social Participants - minimum of 130	See definition of Registered Social Participant
	Senior Teams (single gender) - minimum of 10 teams (Full Field)	Note: Senior points can only be gained in a specific gender. For Example; 5 Women's teams = 5 points
REGIONAL ASSOCIATION / REP TEAM	Individual members under the age of 10- minimum 250 registered players	A registered participant is an individual participant registered in Hookin2Hockey or an Under 10 Individual Member (Hockey Victoria)
	Junior Teams U12 to U18- minimum of 36 junior teams (Full Field)	Full field Junior Teams entered into the local association or regions local competition.
	Senior Teams - minimum of 15 teams per gender (Full Field)	Full field Senior Teams entered into the local association or regions local competition.

Note: Under 10 & Registered Social Participant points can be collected between 1 September 2017 – 31 August 2018. All Junior & Senior full field teams are collected as part of team entry numbers from the 2018 Competition season.

2019 COACHING & OFFICIALS CRITERIA

PREMIER LEAGUE: PL clubs must meet the 'Off Field' criteria (Coaching & Officials) outlined below.

VIC LEAGUE 1: Eligible VL1 clubs must meet the 'Off Field' criteria (Coaching & Officials) outlined below.

Standard	Criteria
Coaching	Minimum of 2 x Level 2 Accredited Coach (or higher)
Officiating	Minimum of 2 X Level 2 Accredited Umpire (or higher)
	Minimum of 1 Level 1 Trained Umpire Coach (or higher)
	Minimum of 2 X Level 1 Technical Officials (or higher)

2019 CLUB MANAGEMENT CRITERIA

PREMIER LEAGUE: PL clubs must meet the 'Off Field' criteria (Governance; Facilities) outlined below.

VIC LEAGUE 1: Eligible VL1 clubs must meet the 'Off Field' criteria (Governance; Facilities) outlined below.

Please visit the HV website for the full Facility & Governance Standards of the LEC: [LEC Facility & Governance Checklist](#)

GOVERNANCE	
Constitution	√
Strategic Plan	√
Club Finances	√
Policies	√
Organisational Structure	√
Communications	√
Diversity	√
Support of HV Initiatives (and relevant HA initiatives as required)	√

FACILITIES	
Pitch Surface	√
Pitch Lighting	√
Change Rooms	√
Dugouts & Tech Bench	√

Definitions

WORKING TOWARDS

Working Towards is defined as a positive trend over a minimum three-year period in respect of participation (teams & individuals) and facility standards (except for pitch surface). The notion of Working Towards will only apply from the 2019 season (i.e. when full LEC apply).

For example, if a club does not meet the full participation (teams & individuals) criteria of 12 full field junior teams for season 2019, but has over the previous three years built full field junior teams from 6 to 10, HV may deem the club as meeting that element of the participation (teams & individuals) criteria applying the definition of Working Towards.

CLUB

Club means an individual hockey club or a hockey association (which has a VL or PL team as relevant).

FINANCIAL DEFAULT

Financial Default has the same meaning as that set out in the HV Competition Rules.

REGISTERED SOCIAL PARTICIPANT

A Registered Social Participant is an individual participant registered in J-Ball or HockeySixers or as a registered participant playing in an internally managed program for participants who do not play for the club in traditional hockey. Accepted registrations include Sports TG or any other social hockey registration system developed and used by HV.

2018 Application & Assessment Process

In 2017 Hockey Victoria, will consider applications from both current Premier League clubs and VL1 clubs that are eligible to apply for Premier League in 2018.

Current Premier League Clubs

July 2017	HV Management to invite any 2017 Premier League clubs that have met the minimum 22 Participation Points to apply.
August 2017	HV Management to assess the 2017 Premier League club's applications and present recommendations to the HV Board. HV Board to consider HV Managements recommendations and finalise decisions relating to Premier League applications.
September 2017	HV Management to invite any other 2017 Premier League clubs that have met the minimum 22 Participation Points to apply. <i>Note: this will be any clubs in Premier League who in July do not meet the minimum 22 Participation Points.</i> HV Management to assess the remaining 2017 Premier League club's applications and present recommendations to the HV Board. HV Board to consider HV Management's recommendations and finalise decisions relating to Premier League applications.

Vic League 1 Clubs

September 2017	HV Management to invite up to two (2) eligible VL1 clubs to apply for Premier League status in 2018. HV Management to assess the 2017 Premier League clubs' applications and present recommendations to the HV Board.
October 2017	HV Board to consider HV Managements recommendations and finalise decisions relating to Premier League applications.

Final Team Announcement

October 2017	HV Management to announce the 2018 Premier League clubs to all Affiliates.
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