



## Preamble

Hockey is a complex, multi-faceted game with a variable game environment which impacts performance. Although the type of attributes that affect performance can be defined (as selection criteria), it is impossible to objectively define a set 'standard' for these criteria relative to successfully performing in a specific event.

Consequently, selection requires a selector to subjectively weigh up, assess and define what they believe the standard of an individual player is against the criteria. This is a subjective decision tempered by the experience and expertise of the selector/s.

Consequently, subjectivity will always remain an unavoidable element of selection. However, the processes and procedures outlined in this document aim to help overcome any of the more undesirable aspects of subjectivity in the selection, such as bias, prejudice or lack of expertise. Many layers of procedure have been identified to ensure that the negative impact of these elements will have been counteracted before a final selection decision is made.

## Eligibility

Athletes who are Singapore citizens and athletes who would be eligible to play under the applicable eligibility rules of any national or international competition in which a team selected by the SHF is participating are eligible to be selected for an SHF squad, team or program. Athletes above 22 years old should not be holding dual citizenship at the time of nomination.

In addition to these criteria, athletes seeking to be considered for SEA games 2025 will be additionally subject to Singapore National Olympic Council's policy which appears at Annex 1.

## Definitions

**'Selection'** refers to the process that is undertaken and the procedures that are followed within the constraints of the policies outlined in this document, which allow SHF to identify a limited number of individual players capable of performing to a certain standard and capable of performing in the team-based environment of hockey.

**'Best'** is often used with respect to selection – for example, 'the best player'. Please be aware that in this example, the word 'best' is a subjective estimation of a player's worth against a set of criteria that relate specifically to hockey. It may also relate to a player's ability to undertake or fulfil a specific role in a team environment or perform to a specific standard at a particular hockey event.

**'Selection Event'** refers to any formal hockey event observed by a member of the selection panel, which can be utilised to make an informed selection decision. Where possible, selection events will be identified before the commencement of the formal selection (Updated as of 30 August 2021) process. A selection event will include the relevant local age-group competitions, school competitions and academy Games. It may consist of other events, for example – U16 7-a-side events, Snr/U21 9-a-side events, academy training sessions, club fixtures, other games (i.e. against visiting national teams), and squad training camps, etc. This list is not definitive but is intended as an example only.

## Selection Objectives

The primary selection objective is to select the available players for the National Team and Training Squads. The secondary selection objective is to recognise the potential of athletes to participate at the national competition level standard and assist those athletes in achieving their individual potential at the national and international levels.



### **High Performance and Athlete Selection Committee**

Final selection shall be determined by the High Performance and Athlete Selection Committee (hereinafter referred to as “the Committee”) appointed by the SHF EXECUTIVE BOARD.

Link for High Performance and Athlete Selection Sub-Committee:

<https://www.singaporehockey.org/about-us/sub-committee/>

### **Removal of Athletes**

An athlete selected as a member of an SHF national squad or national team participates at the discretion of the Committee and may be removed from the squad or team by written notification forwarded to the athlete.

Cause for removal from a national squad or national team may include but is not limited to:

- Performance, attitude or discipline becomes unsatisfactory
- Injury that prevents ongoing participation (to be verified by a Sport Singapore (SportSG) approved physician),
- Violation of athletes' agreement and code of conduct
- Refusal to submit or failure of a drug test
- Violation or charges of violation of any law in any country
- Behaviour that is unbecoming of a representative of Singapore or the SHF
- Failure to participate in scheduled events or competitions without the prior approval of the Committee
- Participating in events or competitions which are not sanctioned by the SHF, Asian Hockey Federation ('AHF') or International Hockey Federation ('FIH')

### **Replacement Policy**

A selected athlete who is removed may be replaced by the Committee.

### **Extenuating Circumstances**

Please see SNOC policy at Annex 1.

### **Appeals**

If any player wishes to appeal in respect of his non-selection for a national team, he (or his parents if he is under the age of 18 years) may submit an appeal in accordance with the SHF Rules Governing Appeals (Section 7). To submit your appeal to [generalmanager@singaporehockey.org](mailto:generalmanager@singaporehockey.org) within 14 days of the selection announcement.

Link for Appeal Board: <https://www.singaporehockey.org/about-us/appeals-board/>

Link for Appeal Rules:

<https://www.singaporehockey.org/wp-content/uploads/2023/11/Rules-Governing-Appeals-2020-Final-2.pdf>

### **Contact**

For queries regarding selection and/or filing of appeals, please send in writing to:

General Manager  
Singapore Hockey Federation  
57 Anchorvale Road, #02-08  
Sengkang Sports and Recreation Centre  
Singapore 544964

Telephone: (65) 6312 8367

Email: [generalmanager@singaporehockey.org](mailto:generalmanager@singaporehockey.org)



SHF is looking for athletes to participate in our **National and Academy Programs** and represent SHF at national and international level competition.

SHF Coaches look for general criteria for selecting athletes for a SHF training program, academy or team. Further criteria as specified in the age-specific listings below are considered in selecting age-group squads and national teams.

**Superior Basic Skill Performance**

The ability to execute skills with speed and efficiency under pressure. The ability to apply, adapt and improvise skills during competition (*see age-specific and position-specific expectations*).

**Consistent Skill Execution** during training and competition phases.

**Specific Set-Play Skills** (Penalty corner, Circle Free Hit, Overhead skills).

**High-level Awareness, Anticipation and Quick Decision Making** in training and competition environments.

**Highly Developed Tactical Awareness and Team Play.**

Especially the ability to apply game plans as directed by SHF Coaches.

**Advanced Athleticism and Fitness**

(Recommended 14.0 for U16, 16.0 for U18 and 18.0 and upwards on the YoYo test for U21 and Senior level players,) flexibility, coordination and agility with and without the ball, power, strength, and speed.

**Strong Character**

Which ideally includes traits and abilities such as game intelligence, positive attitude, leadership, resilience to setbacks/criticism, versatility, assertiveness, competitive edge, accountability, communication skills and coachability.

**Strong Work Ethic**

Which ideally includes traits and abilities such as tenacity, self-discipline, quick learner, willingness to excel, commitment and dedication (i.e. attending all team/squad practices, meetings and sport science, and meeting fitness program expectations).

### **U14 Player:**

The envisaged characteristics of a U14 player are developing vision, developing the ability to communicate effectively, developing composure under pressure, and showing the potential to display good decision-making.

- Ball delivery:
  - Sweep Hit (accurate, flat, fast, consistent)
  - Hit (accurate, flat, fast, consistent)
  - Push Pass (accuracy, snap with deception, fast, consistent, lifted)
  - Reverse stick passing
- Ball Receiving skills: Stationary and Moving
- Elimination skills in small and crowded spaces
- Ball winning: Tackling (Poke, Lunge, Block, Upright reverse)

### **U14 GK's:**

The envisaged characteristics of a goalkeeper include courage, reflexes, good hand-eye coordination, and the ability to use all four limbs to save balls.

Goalkeepers at this level are expected to execute the following skills at a developing standard consistently:

- Shot Blocking: the ability to block different types of shots (reverse hit, forehand, flicks)
- Stick and pad saves
- Controlling and clearing Rebounds in response to gameplay  
Kicking (emphasis on accuracy)
- Diving
- Positioning around the circle Repositioning

### **U16 Player:**

The envisaged characteristics of a U16 player are to have sound vision abilities, sound abilities to communicate effectively, show sound composure under pressure, have sound decision-making abilities.

- Ball delivery:
  - Sweep Hit (accurate, flat, fast, consistent, deception)
  - Hit (accurate, flat, fast, consistent)
  - Push Pass (accuracy, snap with deception, fast, consistent, lifted)
  - Reverse stick passing
  - Ability to distribute the ball at speed
  - Aerial - Overhead ability
- Receiving skills: Stationary and Moving under pressure. Ball control and possession
- Elimination skills in small and crowded spaces
- Ball Winning: Tackling (Poke, Lunge, Block, Upright reverse) Channeling and Double Defense Skills
  - Interceptions
  - Marking and the ability to deliver marking the space (Zonal) and man to man marking
  - Off ball positioning to provide support with and without team ball possession
- Knowledge of defensive positioning on Penalty Corners
- Knowledge of offensive role on Penalty Corners

### **U16 GK's:**

Characteristics of a good goalkeeper include courage, great reflexes, good hand-eye coordination, and speed.

Goalkeepers at this level are expected to execute the following skills at a sound standard consistently:

- Shot Blocking: the ability to block different types of shots (reverse hit, forehand, flicks, aerial balls)
- Stick and pad saves
- Controlling and Clearing Rebounds in response to gameplay
- Kicking (emphasis on accuracy)
- Sliding
- Diving
- Defensive Penalty Corners
- Penalty Stroke Competition performance
- Positioning and efficient movement around the circle
- Repositioning and response to the play

### **U18 Players:**

The envisaged characteristics of a U18 player are to have advanced vision abilities, advanced communication effectively abilities, show composure under pressure and advanced decision-making abilities. Also, the player should demonstrate the ability to recognise, create, and lead into space, and have developed anticipation abilities.

- Ball delivery:
  - Sweep Hit (accurate, flat, fast, consistent, deception)
  - Hit (accurate, flat, fast, consistent, reverse)
  - Push Pass (accuracy, snap with deception, fast, consistent, lifted)
  - Reverse stick passing
  - Ability to distribute the ball at speed
  - Aerial - Overhead ability
  - Scoop (with emphasis on appropriate timing and execution)
  - Offensive attacking pattern in 2v1 and 3v2 situations
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- Receiving skills: Stationary and Moving under pressure. Ball control and possession
- Elimination skills in small and crowded spaces
  - Dribbling skills with a change of speed and direction
- Ball Winning: Tackling (Poke, Lunge, Block, Upright reverse) Channeling and Double Defense Skills
  - Interceptions
  - Marking and the ability to deliver marking the space (Zonal) and man to man marking
  - Off ball positioning to provide support with and without team ball possession
  - Channelling and Double Defense techniques
  - A defending defensive pattern in 2v1 and 3v2 situations
- Defensive positioning on Penalty Corners
- Offensive role on Penalty Corners



**U18 GK's:**

Characteristics of a good goalkeeper include courage, great reflexes, good hand-eye coordination, and speed.

Goalkeepers at this level are expected to execute the following skills at a high standard consistently:

- Shot Blocking: the ability to block different types of shots (reverse hit, forehand, flicks, aerial balls)
- Stick and blocker saves
- Controlling and Clearing Rebounds in response to gameplay
- Kicking (emphasis on accuracy)
- Sliding
- Diving
- Defensive Penalty Corners
- Penalty Stroke Competition performance
- Close gameplay around the net
- Positioning and efficient movement around the circle
- Repositioning and response to gameplay
- Decision making and vision
- Ability to implement team defensive concepts
- Ability to discover the opposition's attack strategy
- General Tactical Awareness (1v1, 2v1, 3v2)
- Communication skills
- Ability to start and enter play part way through the game and remain consistent



## **U21s and Senior Men (Field, Indoor & Hockey 5s):**

The High-Performance Committee determines the selection criteria in consultation with the National program where appropriate.

The following criteria will apply in the selection process used by the selectors and coaching personnel appointed by SHF with respect to SHF Training Squads and National Teams:

Performance at events (within the twelve months prior to selection to the squad) may include performance at international matches, National Tournaments, Regional tournaments and any formal event observed by the national coaching staff or selectors, i.e. high, performance camps, regional camps or training sessions, local competition performances.

**Physical capacities** – includes speed over various distances (0-10m, 30-40m & 0-40m), aerobic, strength and agility. Formal testing for all these attributes may not necessarily be performed. Aerobic capacity may be tested utilising the 'beep' test and/or the 'YoYo' test. All players may be fitness tested during squad training for all national teams as part of the overall selection criteria.

**Technical Competence** – core skills include receiving, possessing, hitting, pushing, dribbling, tackling, intercepting, overheads, marking, leading, eliminating, goal shooting, and set plays (penalty corners/strokes/goalkeeping).

**'Tactical Nous' – tactical ability** – includes reading the play, involvement in the game, on-field decision-making and positional flexibility. Ability to effectively apply and utilise information provided by coaching staff and related to the team or individual performance.

**Potential to Improve** – present performance level relative to past performances.

**Competitive Ability** – mental toughness, strength, temperament, determination, commitment, performing in adverse conditions, coping with setbacks/criticism and persistence.

**Attitude** – individual application in training and competition. Attendance, availability and ability to rehabilitate from injury.

**Team/Squad Orientation** – an individual's ability to 'fit in' and positively influence the squad/team within a team environment.

**Communication** – the ability of the player to communicate positively with peers and staff and be open to accepting suggestions from coaching staff regarding performance improvement. Players should be able to verbalise concerns regarding coaching and team issues in a calm, mature and un-emotional manner to allow for positive discussion to resolve problems. This should also be done in the correct forum.



### **Overseas Based Athletes**

Overseas-based players will be eligible to be considered for selection if they have been a regular member of the national squad before playing overseas.

Overseas-based criteria will depend on a number of factors:

- Time away overseas
- Standard of overseas competition
- Previous position/ranking within the team before going overseas
- Commitment to national program (before and after playing overseas)
- Value is given to the commitment of those players not playing overseas
- Availability and capability to adjust to the playing style and strategies of the national team

Athletes who are not residing in Singapore and wish to be considered for selection under this criteria shall submit to the Committee evidence of the following:

- Participation in competitive Hockey in the country where they are residing
- A coaching report by a relevant High-Performance Coach establishing compliance with the relevant criteria for the team for which they seek selection





### **SEA Games 2025 Nomination:**

For the SEA Games 2025, the nomination process will follow the criteria outlined for U21s and Senior teams, with these additional considerations:

- The High-Performance Committee will nominate a final team of athletes to SNOC, adhering to SNOC's criteria and timelines as detailed in Annex 1.
- Particular attention will be given to performances in international and regional tournaments during the evaluation period from the publication date of this selection policy to 5 September 2025.
- In addition, relevant past performances and achievements in recognized international competitions may be considered to demonstrate the athlete's potential for success at SEA Games 2025.
- The nomination process will consider the specific format and competition level of the SEA Games hockey tournament.
- For overseas-based athletes, the criteria outlined in the previous section will apply, with additional consideration given to their ability to integrate into the team close to the event. All other aspects of the nomination process will remain as described in the U21s and Seniors section. The Committee will ensure that the final nomination aligns with both SHF standards and SNOC requirements for the SEA Games.



ANNEX 1

**Selection Criteria**  
**33<sup>rd</sup> Southeast Asian (SEA) Games**  
**9 to 20 December 2025**



Correct as at 23 September 2024

**1. Nomination Criteria**

- NSAs seeking to nominate athletes for the Games should establish qualifying standards and criteria, at least 13 months before the Games. These are open to all athletes and they should satisfy these standards in the NSA sanctioned championships. NSAs are required to submit their NSA Selection Criteria to SNOC/SSI for endorsement before publication.
- NSAs should state clearly in the nominations via SportSync at least 6 months before the Games, the justification for the athletes to be selected.
- Athletes must be Singapore Citizens, and should not be holding dual citizenship if they are above 22 years old, at the time of nomination.

**2. Selection Criteria**

Subject to the other considerations listed at paragraph 3 below, the following criteria shall be applied in the selection process:

- Athletes who have currently achieved at least 3rd placing e.g., time/distance/score/mark of the 2023 SEA Games. For team sports, they should currently be ranked 3rd among the SEA Games countries.
- Athletes/Teams who miss the qualifying standard marginally but show potential to equal or surpass it in time for the Games.
- All achievements submitted for consideration should have taken place at international competitions sanctioned by the International and/or Regional controlling bodies, but NSAs may submit the achievements from overseas championships and meets of athletes studying in overseas tertiary institutions. However, these have to be properly accredited and sanctioned to be accepted.
- All achievements should be achieved from 1 October 2024 up to 5 September 2025, which is 2 weeks before the 19 September Entry by Name deadline, as the nominations have to be submitted to the SNOC Appeals Committee for approval before the deadline.
- Pursuant to the Olympic Charter (By laws to Rules 27 and 28, paragraph 2.1), "Selection shall be based not only on the sports performance of an athlete, but also on his ability to serve as an example to the sporting youth of his country."



### **3. Other Considerations**

In addition to the above selection criteria, the following “qualities” of the athletes will be taken into consideration:

- Attitude and behavior towards coaches, teammates, fellow athletes, officials and sports administrators, ***whether in relation to sporting matters or otherwise.***
- General conduct **and character** which may affect the reputation, image, values or best interests of the athlete or the sport.
- **Past disciplinary record;**
- Current skill level and fitness; **and character**
- Level of commitment and attendance.
- Potential for future development:
- Ability to demonstrate team spirit and work well with teammates and officials; and
- Such other non-performance related qualities as the selectors may consider to be relevant.

### **4. Extenuating Circumstances**

In consideration of the performance and “qualities” of athletes, the selectors may at their discretion give consideration to extenuating circumstances. For this purpose, “extenuating circumstances” mean an inability of the athlete to compete in and/or attend event, training camps or other required attendances arising from:

- Injury or illness.
- Equipment failure.
- Travel delays.
- Bereavement; and
- Such other circumstances as the selectors may consider to be relevant.

### **5. Selection and Appeals**

- The SNOC Selection Committee will meet in July 2025 (subject to the Organising Committee’s confirmation of the Accreditation deadline) to discuss the nominations from NSAs and select athletes/teams for the Games.
- NSAs can submit appeals to the SNOC Appeals Committee for athletes/teams who are not selected at the Selection Committee. In the appeals, NSAs have to provide new information that meets the selection criteria, information which had not been previously submitted to the Selection Committee.

Note: The above criteria may be subject to changes as the organizers provide more information. For the most updated version, please refer to the SNOC SEA Games Selection Criteria at [\[2025 SEA Games Selection Criteria – Singapore National Olympic Council\]](#)