

Purpose

The purpose of this document is to provide information with respect the Brisbane Hockey Association (BHA) proposal to introduce a club Points CAP System (CAP) with the intention for it to be implemented for the 2009 playing year.

The CAP will identify and assign a points value to players based on the hockey player's hockey achievements. A key focus of the CAP is players new to the Brisbane competition. A maximum points value will be developed to apply to all clubs. A club will not be able to register new identified players if that club exceeds the club points value.

The proposal is not a draft system as it will allow players to choose a club, from those eligible, which will be able to register any new identified players who fall within the CAP proposal. The CAP will not require currently registered players to move from their current clubs.

Objective of the Proposal

The objectives of the proposal to introduce a Points CAP System are;

- Place greater emphasis (and reward) on clubs developing their own junior talent to a BHL1 standard
- Providing a platform increase the standard of the Brisbane club competition across the competition ensuring a more consistent level of competitive matches
- Assist in providing an adjunct to the development programs of Hockey Qld (HQ)

The CAP proposal also aligns with the strategy contained in the HQ High Performance Plan that has recognised the importance of the Brisbane competition in the development of talented players and the importance of consistent strong competition for continued development of all players.

Background

Over a period of time, the Brisbane competition, with respect to the consistent competitiveness of the clubs, has become separated into two parts. Currently, a number of clubs in the playing arena in Brisbane have the greater proportion of representative players in their teams with some being from Brisbane whilst a significant representation of others from regional centres. This is reflected in the competition success of these clubs.

This has led to some of these teams playing what would be considered a competitive match once every 3 - 4 weeks. Obviously, this is not what is required to develop high level players and could be considered to be counter productive. These players are not required to perform at a strong competitive level on a week to week basis and may develop shortcuts in beating the

lesser teams that will not stand them in good stead when required to play at a higher level.

In general, Brisbane clubs have not been required to have a strong emphasis and investment in developing their own juniors to reach BHL1 standard. This is related to a reliance on recruiting talented regional players to clubs to maintain the club's BHL1 standard. While the Brisbane competition provides a valuable support role to elite player programs the concentration of these players in a few clubs does not deliver optimum results for the Brisbane competition or the elite player programs.

The CAP strongly recognises and encourages development of local talent by clubs. While a points value is assigned to all players on the basis of hockey achievement, the points allocated to a Brisbane junior are not included in the club's CAP total. The emphasis is on players from outside Brisbane junior development meaning that clubs that develop their own juniors receive strong reward.

Consolidation of emerging junior talent at the successful BHL1 clubs may also be related to a perceived need to change to one of the successful clubs to "give themselves more chance of furthering their representative career" through playing with the better players.

Fostering and supporting local development is a key outcome of the proposed CAP system. Improving the competitiveness of the competition will assist in providing more identifiable and wider range of development pathways for juniors across a wider range of clubs. Supported by a better spread of identified (talented) players and rewarding the development of Brisbane juniors will together provide a strong basis to develop a strong and more consistently competitive competition in Brisbane.

Approach

BHA is aware of the need to continue the development of talent identified players who transition to the Brisbane competition. It is important for players that have been involved in the Regional Training Program (RTP) are not "lost" when they come to Brisbane. Considerable time and expense have been invested in these players by Hockey Queensland and they need to be continued to be challenged to allow them to reach their maximum potential. High profile players will be able to gain access to BHL1 hockey when they come to Brisbane, however, it is the players below this top level that are not gaining the opportunities they need to continue on their development pathway and expand the talent pool in Brisbane.

By these players signing with one of the successful BHL1 clubs it usually means they are playing at a lower level than they could be at one of the less successful clubs and thereby actually derailing their own development. A number of these players have been seen to become disenchanted and lose focus on hockey and in some cases drift away from the sport altogether. For a

young player to be top division player in his regional centre and then playing at a lower level in Brisbane can be quite disheartening to that player.

BHA will continue to allow and support these talented players from outside of Brisbane to remain available for their own centres for representative competitions. This will maintain the level of competitiveness in those centres as well as allowing Brisbane based players to be involved in their own representative program and not having to compete for spots with the talented regional players.

Proposal

A committee was formed to develop the Points CAP System proposal and this group consists of representatives of 8 of the BHL1 clubs. The committee was formed at the 2007 BHA Corporate Planning day and was made open to any club representative that had an interest in working on the proposal. One of the main drivers of the final proposal was to ensure it will be fair for ALL clubs.

The implementation of the proposal will have no impact on the current player base for the clubs. The clubs will be able to retain the players they currently have and will not be required to shed players because they may be over the CAP limit when introduced. Those clubs over the CAP limit will not be able to register players that attract points until the club is below the CAP limit and this is expected to be achieved through natural attrition. The concept of the CAP is to progressively increase the standard of all clubs, not reduce the standard of the current strong clubs.

To ensure that regional players moving to Brisbane and the RCD network are aware of the CAP, it is intended that an information package concerning transitioning to Brisbane hockey will be issued by BHA for distribution, through the RCD network. The RCDs will be able to use this pack to advise their players about what may be their best option for a club in Brisbane. The clubs will be asked to provide a supporting information package on their club to provide their own club information concerning player support, contact person, training details etc to make themselves attractive to the players.

The proposal reflects feedback received from participants and identifies point allocations per player standard and sets a CAP level that reflects a standard and achievement level within the competition that all clubs can aim for and achieve.