



## HANDBALL FEDERATION SINGAPORE

### PLAYER COMMITMENT & CODE OF CONDUCT

HANDBALL FEDERATION SINGAPORE wants active participation in this team sport to be fun and expects support from both parents and players to achieve this goal. We provide different Handball related programs so that players can be given opportunities to fully achieve their maximum potential in an organized and competitive environment. In order to help ensure the success of the program we adults must recognize that our actions and words can have a lasting effect upon children, both positive and negative. We need you to join us in being positive role model.

As Handball national player, I understand that the difference between being ordinary and being extra—ordinary is a little extra effort. I understand that wanting to win on a game day is worth nothing unless I have the will to prepare daily before the day of the competition in order for me to be the best player and team member that I am capable of becoming, I promise to the following:

- 1) I promise to arrange my schedule so that I can come to practice regularly and be on time for scheduled games/ tournaments / trainings. If I am going to be late or if I cannot attend, I promise to call my coach and captains personally.
- 2) I promise to work hard at practice to improve my Handballs skills and my understanding of the game.
- 3) I promise that, at practice, I give my coaches or trainer my full attention. When my coaches and trainers are talking, I will stop talking, keep my ears open, and my eyes on the coaches, I will not distract others during the practice session.
- 4) I promise to discuss with my coach when I have an issue or in doubt, I will do it in private at a time the coach and I agree on – not during the game unless it is regarding doubts about training.
- 5) I promise to do whatever is asked of me on court, without complaining, for the good of the team.
- 6) I promise to always encourage, and never to criticize my teammates – at practice, during a game and at school.
- 7) I promise to always hustle, and never to quit, until the game is over.
- 8) I promise to come to each game/training, on time, well rested, and with commitment to my coach and team.
- 9) I promise that should I choose to leave the team, an official resignation letter will be given to HFS within a 2 months notice period.

There is joy in winning, but pride develops in doing your best whether winning or losing. This pride is known as team spirit, and that will be remembered and cherished more than the team's record.

PLEASE INDICATE ACCORDINGLY	
<b>Name:</b>	<b>Date:</b>
<b>Name of parent (should the players be below 21 years old):</b>	
<b>Contact Number:</b>	
<b>Signature:</b>	

# 2020 HANDBALL SELECTION PANEL CRITERIA

## CRITERIA A

### Attendance collated quarterly (every 3 months)

- Must meet 75% overall
- PHOTO TAKING as attendance taking (percentage will be taken across 3 pictures; if person in photo @2100 & 2220, 0.67 as attendance)
  - a) 2020
  - b) 2100
  - c) 2220

## CRITERIA B

### Fitness/handball related tests every quarter of the year

- Finger Grip test
- Zipper Test
- 30m sprint x3
- Side step
- Jump height
- Mobility

## CRITERIA C

### Peer Assessment

- Specific questions (eg. How often does your teammate offer assistance to you)

\* Players attending make-up training on non designated training period will have their attendance capped at 0.8

## SELECTION PHASE 1

- Shortlisted players for any tournament/trips done 2 month before

## SELECTION PHASE 2

- Players will be notified.
- The head coach will need to craft out an assessment for every single player base on specific criteria

## SELECTION PHASE 3

- Exhibition match/ training to the selection panel 1 month before the overseas trip/competition for the final announcement of the final team

# CRITERIA B TESTS

## MOBILITY

- **SPINE**
  - T (Spinal) rotation
- **HIP**
  - Lying Hip Rotation (External/Internal)
- **SHOULDER**
  - Zipper Test
  - GRID (External/Internal rotation)
- **GRIP**
  - Finger Grip Test
- **OFFENCE**
  - Shuttle run 30m X 3
    - RX
    - Side step
    - Forward Step
    - Jump
    - Shot
- **DEFENCE**
  - 3m Intercept and Hold
- **THROWING ABILITY**
  - 30m sprint with passing
  - 30m sprint without passing
  - Sprint with passing



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### Proposed Subsidies Guidelines for NDT 2020

All players are entitled to subsidies for overseas training trips and competitions. There will be 2 components to determine the overall subsidies a player is entitled to and these components are: volunteer hours and attendance.

#### Proposed Subsidies Guidelines based on Volunteer hours

The subsidies that Handball Federation Singapore will be providing to the athletes going for overseas training camp/competition will be pegged according to the number of volunteer hours available for all HFS's events.

The list of HFS related events and its number of estimated hours are as listed below:

<b>Name of Event/Volunteer Item</b>	<b>Time Period</b>	<b>Estimated No. of Hours Per Event/Item</b>
B Div	May (1 day)	<b>10</b>
C Div	June (1 day)	<b>10</b>
Invites Livestream/Video	Mar-April	<b>60</b>
NHL Livestream/Video	Mid-Aug to Mid-Nov	<b>85</b>
SHOT Livestream/Video	Aug/December	<b>60</b>
Outreach	Monthly (1 session each x 3 hours)	<b>36</b>
Youth Coaching	Weekly (1 session each x 2.5 hours) from Feb'20	48 weeks x 2.5 hours x 40%* = <b>48</b>
HFS Duties e.g. Ref/Marketing Committee/Captaincy/web	Yearly	<b>Up to 50</b>
Miscellaneous	Ad-hoc	<b>Up to 25 per event</b>

\*40% as assuming Head Coach is present for remaining 60%

Calculation:

Total sum of hours = 10+10+60+85+60+36+48+50+25=**384**

## Volunteer Hours Guidelines

All HFS athletes are encouraged to fulfill their basic responsibilities towards the development of the handball scene in Singapore. This can be attained through volunteering/helping out at any HFS-endorsed events or activities.

### Usage Guidelines

- Hours can be accumulated over the year and be utilized accordingly should the athlete want to use it for any additional subsidies for upcoming overseas training/competition trips based on the table below
- Hours can be used in the same year or the following year, pending trips availability
- Athletes need to have accumulated a **minimum of 30 hours** to their name before they will be allowed to utilize any hours for subsidies
- Once the hours have been utilized to be used for a trip, they will be deducted from the athlete's respective 'account'. Hours that were not utilized will remain as a balance and can be used for subsequent trips.

Minimum Volunteer Hours to be accumulated for eligibility	Amount utilised as of date	Additional Subsidies Entitled	Remaining hours in account after utilisation
30	15	Additional 2.5% subsidies	15
35	20	Additional 5% subsidies	15
40	25	Additional 7.5% subsidies	15
45	30	Additional 10% subsidies	15
50	35	Additional 12.5% subsidies	15
55	40	Additional 15% subsidies	15
60	45	Additional 17.5% of subsidies	15
61 or more	50	Additional 20% of subsidies	

### Proposed Subsidies Guidelines Based on Athlete's Attendance

Apart from Volunteer hours, the subsidies that Handball Federation Singapore will be providing to the athletes going for overseas training camp/competition will also be pegged according to the athlete's attendance.

Note: The attendance period to be taken into consideration will fall between a range of 9 best months **prior to the team selection results for each trip and not the actual trip dates itself**. The final period of attendance range to be used will be at HFS' Executive Committee's discretion as this is dependent on the frequency of the trips within a certain period. This will be announced by the Committee upon confirmation of any trips.

Average attendance of x% across stated range of 9 best months	Subsidies Entitled (+/-) for trip
X = 75-89%	0% (to pay intended amount stated in MOU)
X = 90-100%	Additional 15% subsidies
X = 65-74%	Deduction of 10% subsidies
X = 0-64%	Deduction 20% subsidies

1. Players with attendance of an average of 75-90% across *stated range of 9 best months* will be required to pay the intended payment as declared before the training camp/competition
2. Players with attendance above 90% across *stated range of 9 best months* will be given an additional 15% on TOP of the intended subsidies
3. Players with attendance 65-74% across *stated range of 9 months* will have a deduction of 10% off the intended subsidies
4. Players with attendance below 65% across *stated range of 9 best months* will have a deduction of 20% off the intended subsidies

\*9 best months allow the adjustment in case of players being severely injured during the period of consideration. Example as shown below.

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	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC
Attendance	70%	54%	89%	100%	30%*	35%*	65%*	80%	95%	92%	81%	100%

Assuming the competition/training camp is in Jan 2021 and the initial selection will be done 2 months before (Nov 2020) and the final selection to be completed 1 month before (Dec 2020) the trip.

The calculation of subsidies will commence from Dec 2020. Thus, the attendance taken into consideration will be from Jan 2020 to Dec 2020. The player will be allowed to compile the average 9-months attendance based on the best 9 selected months within the 1 year period. In the example provided, despite the player being injured and fully excused in May-Jul 2020, he/she can choose the compilation of attendance based as the

following:

	JAN	MAR	APR	JUL	AUG	SEP	OCT	NOV	DEC	Ave
Best Attendance	70%	89%	100%	<b>65%*</b>	80%	95%	92%	81%	100%	<b>85.8%</b>

### Upcoming Trips in 2020 for National Development Men's & Women's Senior/Youth Team

- March: Japan Training Trip 2020
- March: Malaysia invitational competition 2020
- May: IHF challenge trophy 2020 for Boys
- July: Taida Invitionals 2020
- August: Taichung Dajia Invitionals 2020
- December: Asian Handball Championship World Qualifier 2020 (Women)
- December: Sanya Beach Games

This calendar of trips is an indicative one as of January 2020 and will be edited or updated over the year. More information will be shared to all athletes along the way.



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