



# CAIRNS HOCKEY ASSOCIATION

## CAIRNS HOCKEY PATHWAYS ADVISORY GROUP – TERMS OF REFERENCE

1. The Pathways Advisory Group has prime responsibility for but not limited to:
  - (a) Assist the Cairns Hockey Board and Hockey Performance and Games Service Manager (HPGS) on matters related to the development of a formalised higher performance strategy for Cairns Hockey.
  - (b) Establishing a higher performance framework that delivers expertise, guidance, continual education, and assessment of the environment across Cairns Hockey.
  - (c) Developing and communicating a definition of 'Higher Performance' hockey within the Cairns region and its impact within the Cairns Hockey Community.
  - (d) Provide advice on the development of longer-term Academy programs, Representative Team selection criteria, that align with Cairns Hockey strategic direction.
  - (e) Provide advice on the continued development of Cairns Hockey higher performance network program.
  - (f) Providing reports, as required, or requested, to the Board of Cairns Hockey.
  - (g) Such other matters that the Cairns Hockey Board or Hockey Performance and Games Service Manager may direct the Advisory Group to undertake.
2. In advising the HPGS Committee and the Board, the Pathways Advisory Group will have regard to:
  - a. Cairns Hockey strategic plan.
  - b. Cairns Hockey Play hockey plan.
  - c. financial implications of the Advisory Group's advice, where relevant
  - d. the impact on players, officials, and volunteers
  - e. the impact of CHA Operational requirements
  - f. the public image and reputation of CHA.
3. The HPGS Committee or the Board may refer a matter to the Pathways Advisory Group for consideration and advice.
4. The HPGS Committee or the Board may take the advice of the Pathways Advisory Group into account on any relevant matter.
5. Pathways Advisory Group recommendations will be made through producing minutes, and these minutes, including the recommendations, be submitted to HPGS Committee through the Hockey Performance and Game Manager for attention in a timely manner.
6. The HPGS Committee will report the final decision of relevant matters to the Pathways Advisory Group.
7. The Pathways Advisory Group will refer to previous decisions of the HPGS Committee or the Board in its deliberations and advice.
8. The Pathways Advisory Group will meet when required but must meet a minimum of four times a year. Responsibilities will include matters such as:
  - a. Review player, coach, and manager nominations and assist guidance towards selections of each in the different categories.
  - b. Review current development and pathway opportunities and provide feedback for further improvement.
  - c. Review Academy and Representative policies and procedures to align with CHA strategic direction.
  - d. Any other matters as directed by the HPGS committee and CHA Board.



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9. A simple majority of members of the Pathways Advisory group is needed to support a motion of advice to the HPGS Committee or the CHA Board. Dissenting views may be recorded at the discretion of the Chair.
10. The Pathways Junior Program Advisory Group comprises five members of equal standing as stated and four club representatives:
  - a. Independent Chair
  - b. Cairns Hockey Performance and Game Services Manager
  - c. Two members with appropriate skills and/or knowledge – appointed via a nomination process
  - d. One member appointed by Cairns Hockey Board at their discretion to support Higher-Performance pathways across player/coaching and/or officiating.
  - e. One member from each club (noted they won't be involved in every meeting, and will not have any voting rights and matters to be voted upon).
11. Minutes of meetings will be recorded and kept on file in the CHA office.