

## A. Background

1. Throughout the season, selection is one of the most important and contentious issues, both on an individual and Club-wide scale. The Club has adopted a written formal Selection Policy (“**the Policy**”) in order to make the selection process more transparent and understood by the players.
2. The Policy contains guidance on:
  - The composition of the Selection Committee
  - The selection process
  - The objectives of selection;
  - The factors taken into consideration in selection decisions;
  - The communication of selection decisions to players; and
  - Other miscellaneous important matters.

## B. Composition of the Selection Committee

3. The Selection Committee is made up of The Chairman of Selectors (The Senior Coach) and The Senior Grade Captains. Should a captain not be available to attend a selection meeting, then they must ensure a vice-captain deputises for him.
4. Captains shall be ineligible for selection in higher grades, unless agreed by the Committee of Management of the Club.
  - Read out by the Chairman of Selectors (or nominated alternate if unavailable) **at 8pm**. The Team Selection Sheet will be placed on Club Notice-Board at both grounds and on the AWCC Website
  - Captains will send communicate (either via phone, text or email) to any player not at Thursday night training of their selection by 9.30pm on Thursday night.

## C. The Selection Process

5. We run a formal availability schedule similar to prior years. There would be three sources to feed in to this process:
  - by emailing the Coach as indicated on the website by filling in the availability schedule in the Ashburton and Ferndale clubrooms
  - by informing one of the captains in advance
  - All sources will feed through the Club Coach to keep the appropriate records and be displayed on the availability register in the Ashburton and Ferndale clubrooms
6. On the prior Saturday all captains would reconfirm availability of those playing in the game, as to their availability for the following game, not necessarily in the side they just played in.
7. On Monday the 1st and 2nd eleven teams would be selected to the extent possible (but not publicised) based on known availability. This would allow the 3rds, 4ths and 5ths to be selected on Tuesday night

- On Tuesday night prior to a game the Selection Committee would meet after training to select preliminary sides and where shortages exist follow up other players
- After Tuesday selection of preliminary sides each captain confirms with the players in their side that they are available for the match.
- On Thursday night teams are confirmed/finalised and final teams announced

#### D. The Selection Committee Composition

8. The Selection Committee is made up of The Chairman of Selectors (The Senior Coach) and The Senior Grade Captains:
  - Optional selectors from: Vice-Captains
  - Optional Chairman of Selectors from: Club President and/or Club Secretary

#### E. Objectives of selection

9. The objectives of selection are to balance the following needs of the Club:
  - To select the strongest XI for each grade of cricket of which the Club fields a team;
  - For the Club to have regard to its future success by promoting and developing youth; and
  - To be fair and consistent in the treatment of players.
10. It must be recognised that sometimes these objectives are not compatible with each other. For example, a very talented player who does not train may not be picked in the XI in which he is obviously able to play. This may have the effect of not, in theory, picking the strongest XI, however, it promotes fairness and consistency in selection. Furthermore, it must be recognised that the balancing of these objectives may be different for each XI. For example, the emphasis on picking the stronger XI will be higher in the 1st XI than it will be in the lower XI's.

#### F. Factors in the selection process

11. The following are factors to be considered by the selection committee in the selection of their teams and individual players:
  - **Ability** – A player's ability is the most important factor in determining which XI he is selected in. No one benefits by a player playing in an XI in which he is either too good or simply not able to contribute to the side.
  - **Form and performance** – It is important to note that form and performance encompasses a player's performances over a period of matches, and not just a single performance. Also, the selection committee is entitled to consider the quality of opposition in assessing a player's performance
  - **Training** – A player's attendance at, and attitude during, training are factors to consider in selection. However, this factor should not be applied blindly. For example, if a player cannot train twice a week due to work or family commitments but can train once a week, this may not affect selection. It must be recognised that

the Club is not professional. Nevertheless, if a player does have an issue regarding his training availability, he must inform his usual captain or Chairman of Selectors.

- **Future development/potential** – Younger players who have the potential to play in higher XI's should be given preference in selection. This doesn't mean, however, that older players will automatically make way for younger players regardless of performance. Nevertheless, where two players have similar claims to promotion or similar arguments for demotion, preference should be given to the development of younger players.
  - **Initial reason for promotion/demotion** – If a player is promoted due to a series of good performances, he should be given more of an opportunity in an XI than a player who has been promoted to a team on the basis of unavailability in that XI. Similarly, if a player is demoted for poor form, then he may be required to perform better in the lower XI to gain promotion than a player who has been dropped to a lower XI after, for example, returning from an absence.
  - **Team balance** – A captain is entitled to have team balance, both in relation to the spread of batsmen and bowlers in his team, as well as the type of batsmen and bowlers in the team. Team balance may also vary between 1-day and 2-day games.
12. Where practical, the selection committee will aim to select at least seven (7) "core" players in each line-up to maintain continuity & stability as that can lead to greater on-field competitiveness due to the improved camaraderie built up through the familiarity of team-mates.
13. Captains shall be ineligible for selection in higher grades, unless agreed by the Committee of Management of the Club.
14. All players (particularly younger players) should be aspiring to play as high standard as possible so that the club benefits and improves. There will always be some players who for whatever reason, will request to play a certain grade of cricket (ie LOC one day cricket). It is to the benefit of the club to have as many players playing cricket as possible and is considered better to have players playing lower grade cricket than not playing at all. If a player, for whatever reason, wants to play in a certain grade then must be made known to the Selection Committee. The Committee will consider this request at the start of the season and determine if they will facilitate this request. The Committee decision will be communicated to the player prior to the player by the Chairman of Selectors. Factors to consider in accepting such requests will include:
- Personal reasons
  - Work commitments
  - Family reasons
  - Player age
  - A combination of more than one of the above factors

## G. Communication of selection decisions

15. Selections take place on a Thursday Night at the Club Rooms and are read out by the Chairman of Selectors (or nominated alternate if unavailable) **at 8pm**. The Team selection Sheet will be placed on Club Notice-Board at both grounds and on the AWCC Website



16. Captains will send communicate (either via phone, text or email) to any player not at Thursday night training of their selection by 9.30pm on Thursday night.
17. A player is entitled to be individually notified of the fact that he has been promoted or demoted and the reason for that decision on selection night. Under no circumstances is a player's promotion or demotion to be communicated to anyone before this time.
18. The communication of a player's promotion should be conveyed to the player by the captain of the team into which the player has been promoted. The communication of a player's demotion should be conveyed to the player by the captain of the team from which the player has been demoted from.
19. In the event that the appropriate captain cannot communicate the message, the message should be conveyed by the Chairman of Selectors.

#### **H. Other miscellaneous important matters**

20. It is the responsibility of the player to communicate with his captain or the Chairman of Selectors about his unavailability for selection for a particular game.
21. The selection policy may be amended where required during the off-season by the Committee, or in the event of very special circumstances, during the season.
22. Subject to the Committee's discretion, a player who has not paid fees cannot be selected in circumstances where another player, who has paid fees and is otherwise available, would miss out on selection. For example, if 56 players are available to play in five XI's, no player who has paid fees will miss out on a game where there are players who have not paid fees.
23. If any players have complaints or would like to discuss their selection they are encouraged to contact the chairman of selectors.
24. Players who train and contribute to the club will be looked at more favourable than people who don't.
25. Any player taken up to a higher grade should be used in the same capacity as they would be in their normal grade. For example, a batsman promoted to a higher grade should bat within the first five batting spots in the order.
26. No 'available' players will be moved between teams after selection has been completed on Thursday night without approval of the Chairman of Selectors and both Captains.
27. Captains can apply to the Chairman of Selectors for special consideration to the selection policy if they believe the circumstances warrant it.