



Wyong District Cricket Club

Senior Selection Policy



1 Introduction

Throughout the season, selection is one of the most important and contentious issues, both on an individual and Club-wide scale. In light of the fact that it is the source of much discussion and, often, argument, the Club has decided to adopt and implement a written formal Senior Selection Policy. This policy has been prepared in order to make the selection process more transparent and understood by all players.

The majority of this policy contains nothing new, or different to any other club selection policies, rather, it will be a confirmation and clarification of various informal practices that have occurred to date. At the heart of this policy is the notion that every player aspires to play at the very highest standard their ability allows.

This policy was drafted by the 2021/22 committee in conjunction and consultation with past and present coaches, captains, and various senior members of the club.

The policy contains guidance on:

- Selection Committee;
- Role of Chairman of the Selection Committee;
- Selection objectives;
- Selection criteria;
- Communication of selection decisions to players;
- Miscellaneous other important selection matters.
- Selection of Captains
- Selection Committee

The Selection Committee will comprise the Chairman of Selection Committee and two elected selectors. The selection process will involve consultation with the Senior Club Coach and Grade Captains where required. As part of this process, the Senior Club Coach will be afforded decisional input for first and second grade teams, and Grade Captains will be offered the opportunity to participate in the selection process for their respective grade/team. All Selection Committee members (including Senior Club Coach and Grade Captains where necessary) will be required to attend selection meetings. Selection meetings will be held after training on Tuesday, in selection weeks through the season. Preliminary teams will be selected on Tuesday nights, with only minor changes expected for final selection and announcement on Thursday nights.

Note; This selection policy applies to both male and female competitions under WDCC.

2 Role of Chairman of the Selection Committee

The Chairman of the Selection Committee (or Chairman of Selectors) reports directly to the Executive Committee, with the role of the Chairman of Selectors as follows:

- To chair the selection meetings;
- To mediate between selectors where agreements cannot be reached, the Chairman of Selectors will have the over-riding decision;
- To ensure the policy is implemented;
- To co-ordinate the availability of players from match to match;
- To assist in the communication of promotion or demotion of a player;
- To liaise with the committee regarding any selection issue that may arise.

3 Selection Objectives

- 3.1 The objectives of selection are to balance the following needs of the club:
- 3.1.1 To select the strongest team for each grade of cricket of which the club fields a team;
 - 3.1.2 For the club to have regard to its future success by promoting and developing youth;
 - 3.1.3 To be fair and consistent in its treatment of players

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 will be in the lower XI's.

4 Selection Criteria

- 4.1 The following are factors to be considered by the Selection Committee in the selection of their teams and individual players:
- 4.1.1 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 not able to contribute to the side.
 - 4.1.2 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. The selection committee is also entitled to consider the quality of opposition in assessing a player's performance.
 - 4.1.3 Attitude – This relates to respect and attitude towards the club, to administrators, team captains, fellow players, umpires and opposing teams. Players with a positive mental attitude will properly prepare for games by training with enthusiasm and purpose, turn up to games "ready to play", give their utmost each week, support team mates and their club. Attitudinal issues may influence team selections.
 - 4.1.4 Fitness – Players are expected to hold a level of fitness that enables them to bat, bowl and field to a high standard for the full duration of match playing hours in the grade they are selected for.
 - 4.1.5 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. Nevertheless, a player must inform his Captain, Club Coach, or Chairman of Selectors, if he/she is unable to attend training.
 - 4.1.6 A training register will be provided at each training session, it is imperative this register is signed by each player upon arrival at training; this will provide both a record of attendance, and a batting order for training.
 - 4.1.7 Future development/potential – With reference to the objective outlined in Clause 4.1.2, the club will look to provide a measured development pathway for gifted young players. As such, the Selection Committee will provide an ongoing assessment of their ability and talent, and their readiness for promotion to a higher grade will be considered during the selection process from week to week.
 - 4.1.8 Initial reason for promotion/demotion – If a player is promoted due to a series of good performances, he/she 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 due to poor form, then he/she 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.
 - 4.1.9 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 his/her team. Team balance may also vary between T20, 1-day and 2-day games. Players may be demoted/promoted to achieve team balance; these changes may not be performance based.
 - 4.1.10 Absence – If a player is unavailable to play due to an absence during the season then this will be factored in when determining where he/she is selected upon his return. The reason for the absence

may, however, be a relevant consideration, as may the duration of the absence. (i.e. an absence due to work or family commitments will be treated more favourably than an absence due to a holiday).

5 Communication of Selection Decisions

- 5.1 A player is entitled to be individually notified of the fact that he/she has been promoted or demoted and the reason for that decision.
- 5.2 The notification of a player's promotion or demotion and the reason for the decision is to take place after the selection meeting on Tuesday night.
- 5.3 It is the selection committee's discretion as to whether this occurs just before or just after notification of all teams.
- 5.4 Under no circumstances is a player's promotion or demotion to be communicated to anyone before this time. Notification, via SMS, of the teams is to be carried out by the Chairman of Selectors, by 8pm on a Thursday night.
- 5.5 The communication of a player's promotion or demotion should be conveyed to the player by the Chairman of Selectors, unless the decision to promote or demote a player is made by the team Captain or Club Coach. In the event the team's Captain or Club Coach determines a player is to be promoted or demoted, it will be the responsibility of the Captain and Club Coach to have this discussion with the player.

6 Miscellaneous Selection Matters

- 6.1 It is the responsibility of the player to communicate with the Chairman of Selectors, with regard to his/her availability for selection for a particular game. Availability is to be conveyed by 5pm on the Tuesday of each selection week.
- 6.2 If unavailability is advised late, or not at all, on a consistent basis, thus placing the entire selection process in jeopardy, then that person may not be selected for future games.
- 6.3 The Chairman of Selectors will have final say in relation to selection issues; both the Chairman of Selectors and the Senior Club Coach have the ability to recommend to Captains to bat/bowl players in certain positions. This is a suggestion, however, that this will be a regular occurrence, more so a policy to ensure that players being demoted/promoted are given fair opportunity where this may not otherwise be offered.
- 6.4 Any player suspended by the club or association will not be available for selection.
- 6.5 Unless there are very special circumstances, a player may not make themselves unavailable for selection in a particular grade, or on a particular day (i.e. Sundays).
- 6.6 Players who are considered financial will always be considered before those who are not financial. No player will be selected to play finals if they are not 100% financial.
- 6.7 All players selected for a team will be notified by SMS from Thursday night after finalisation of teams.
- 6.8 The Selection Committee will not always be able to please all players. If a member has a grievance with a selection decision relating to themselves, they should seek further clarification/explanation directly with the Chairman of Selectors and/or Club Captain. If the player still feels they have been unfairly treated, then their grievance must be addressed in writing to the full committee, to be discussed at the next meeting of the full committee.
- 6.9 Should at any time, government (federal, state or local) impose regulation or policy impacting the playing conditions, the selection committee is bound to adhere to and follow the direction of government.
- 6.10 Should any government-imposed regulations impact the selection of players, the Secretary will send formal communication to all registered players informing them of the changes and impacts that WDCC are obligated to adhere with.

7 Selection of Captains

- 7.1 The Senior Director of Cricket shall be responsible for coordinating an Expression of Interest (EOI) process prior to the commencement of each season to solicit interest from players aspiring to lead teams. The EOI process shall be initiated at least 10 weeks before the season starts, with a clear deadline for submissions.
- 7.2 Following the receipt of EOIs, the Senior Director of Cricket shall convene a meeting with the panel of selectors appointed for the current season and Coordinator of Women's Cricket. The meeting shall be scheduled within 7 days after the EOI deadline. The Senior Director of Cricket shall notify all panel members of the time and place

of the meeting. At this meeting, the Senior Director of Cricket shall present the EOIs to the panel for discussion and voting on the selection of captains for both male and female senior competitions.

- 7.3 The Senior Director of Cricket and the panel of selectors shall have the authority to nominate a candidate from the EOIs submitted under section 8.1 or to consider alternative candidates. The appointment of captains shall not be contingent solely upon the submission of an EOI. The criteria for selection shall include but is not limited to leadership skills, past performance, and team spirit. The Senior Director of Cricket and the panel of selectors are entrusted with the responsibility of ensuring that suitable candidates are nominated as captains by the conclusion of the designated meeting.
- 7.4 Upon the nomination of captains by the Senior Director of Cricket and the panel of selectors, the list of nominated captains shall be submitted to the Executive Committee for ratification within 24 hours. The Executive Committee shall review and ratify the nominations within 7 days of receipt.
- 7.5 In the event of a tie during the selection process, the President shall exercise the casting vote to make the final decision.
- 7.6 The results of the captain nominations and the ratification by the Executive Committee shall be communicated to all club members within 7 days of ratification.
- 7.7 Any disputes or grievances regarding the selection of captains may be submitted in writing to the Secretary within 3 days of the announcement. The Executive Committee shall review and respond to such appeals within 7-14 days.

Version Control

Created: September 2021 – Brendan Alderson

Amendment V2: July 2024 – Mathew Day

- Update to process for communication regarding selections and changes to grades.
- Inclusion of Captain Selections