



## **Pioneer Valley Player Selection Policy**

### **Introduction**

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. Players are members of the Club and are not guaranteed selection in any particular team. Players (other than captains or vice-captains) must be available for any team playing on a day for which they are available. Failure to do so may result in a 1 game suspension.
3. Selection will be made in the best interest of the club and decisions will not be based on personal relationships.
4. An open communication policy regarding selections helps build understanding and a strong culture within Pioneer Valley Cricket.

### **Composition of Selection Committee**

5. The selection committee shall be made up of a Chairman of Selectors (Approved by the club Committee) and the Captain of each team. Should a captain not be available to attend a selection meeting, then they must ensure a vice captain deputises for him. The Chairman of Selectors has final say on team selections ensuring club policies are adhered to.
6. The club may appoint a Selection Co-ordinator to assist the Selection Committee with the process of selection. The Co-ordinator is not a selector.

### **The Selection Process**

7. The selection committee will meet after Wednesday night to discuss player selections and performances between grades. The club’s 1st, 2nd and 3rd XI will be selected before Thursday night.
8. Captains and Vice Captains shall be ineligible for selection in higher grades, unless approved by the Chairman of Selectors.
9. The Chairman of Selectors will communicate appropriate selection messages to players before sides are announced on the club’s website and Facebook page. This is to ensure players are advised on the reasons behind a selection decision.
10. The sides will then be named on the Club’s website and Facebook group by the Social Media Coordinator as advised by the Chairman of Selectors.
11. Selectors will remove themselves when selections are directly related to family members.

### **Unavailable for Selection**

12. Players must advise their Captain, Selection Co-Ordinator or Chairman if unable to play in the next round before the Wednesday night prior to the next game. Failure to do so may result in non-selection
13. Should a player become unavailable to play after teams have been selected and announced due to injury, sickness or another extenuating personal circumstance, the captains of these sides will be entitled to call up any player selected in a lower grade whilst still adhering to Rules 27 & 28

## **Suspension**

14. A player that is suspended either by the Club or Mackay Cricket Association will not be selected during their suspension

## **Subscriptions**

15. Players will be eligible to be selected for play provided they are registered.

16. Players will be eligible to be selected for play provided they are considered financial by the Club's management committee. Players must be financial before they can be selected for finals.

17. Players who are considered financial will always be considered before those who are not financial.

## **Training**

18. Players are expected to attend at least one training session per week. Training expectations will be set by the Club Coach.

## **Objectives of Selection**

19. The objectives of selection are to balance the following needs of the Club:

- a. To select the strongest XI for each grade of cricket of which the Club fields a team;
  - b. For the Club to have regard to its future success by promoting and developing youth;
- and
- c. To be fair and consistent in the treatment of players

20. 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 differ 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.

## **Factors in the selection process**

21. 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 and ability. 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 T20 games.

- Family Co-selection – Consideration will be given to players playing with younger family members to be selected in the same team where required.

22. Where practical, the selection committee will aim to select at least (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 familiarity of team-mates.

23. Players whose availability is scattered throughout the season i.e. available only a handful of times, will not be considered for selection before players available throughout the regular season unless directed to by the Association. Additionally, players who join the club post Xmas will not displace players who have been a part of a particular grade for the majority of the season. This is to avoid situations where a player may join a club to qualify himself for finals at the expense of other players in the team. Only the Club's Management Committee can override this ruling.

#### **Other miscellaneous important matters**

24. The selection policy may be amended where required during the off-season by the Club's Management Committee, or in the event of very special circumstances, during the season.

25. If any players have complaints or would like to discuss their selection they are encouraged to contact the chairman of selectors and/or captain.

26. Players who train and contribute to the club will be looked at more favourable than people who don't.

27. Any player taken up to a higher grade should be used in the same capacity as they would in their normal grade. For example, a batsmen promoted to a higher grade should bat within the first six batting spots in the order.

28. No "available" players will be moved between teams after selection has been completed without approval of the Chairman of Selectors and both Captains.

29. No Player Clearances shall be requested from The Mackay Cricket Association until all avenues have been exhausted to fill vacant spots from available players with the rules of the competition.