**Senior Teams - Player Selection Policy**

1. **Introduction**

As the club grows, selection is one of the most important and contentious issues for the Carnegie Cricket Club and also for individuals. It is the source of much discussion and sometimes argument especially during the finals. Because of this, The Carnegie Cricket Club has decided to develop and implement a written Selection Policy so that the selection process is more transparent and fully understood by all players and more specifically captains. Much of this policy will not be new but will simply confirm and clarify various informal practices that have been in place to-date.

The guidelines were written by the Committee for the 2018/2019 season in conjunction with the Senior Coach and with input from various senior players. Committee has further modified the document for 2023/2024 (current season) and now stands as the final accepted document.

The Carnegie Cricket Committee has the right to modify or alter this policy as required and as it sees fit. The committee also holds the right to overrule and provide exceptions to the policy as needed (see section 6 of this policy)

1. **SELECTION OBJECTIVES**

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

* To be fair and consistent in the treatment of players
* To select the strongest XI for each grade in which the Club fields a team
* For the Club to have regard to its future by promoting and developing youth
* To give all paid players a game during the main season.

It must be recognised that sometimes these objectives are not compatible with each other and that balancing them may be different for each XI. The selection committee will not always be able to please everyone and all players must understand that the Club’s interests and then the interests of the team will always come before their own. No one is guaranteed a spot in any given side. The selectors have the full support of the club committee and all decisions made in accordance with this policy will be final.

Teams will be selected in the following order:

**MENS WOMENS**

1. CSB First XI 1. Women’s First XI

2. CSB Second XI 2. Women’s Second XI

3. CSB Third XI

4. MCA Saturday C Grade

5 MCA Sunday A Grade

6. MCA Sunday B Grade

7. MCA Sunday C Grade

1. **responsibilities during selection**

All Captains are responsible for the selection of their sides and preference will be given for captains to interact with each other and try and conclude selections prior to Thursday. During the process, the committee expects that

1. The clubs interests come first in consideration

2. The interests of the team come second

3. They player’s choice is considered as third priority

Essentially – the player plays as he/she is picked for a side and not the other way around. . No consultation will be conducted with the player to gain a preference prior to selection.

It is expected that the captains work in a collaborative and cooperative manner to ensure conflicting demands of teams and individuals are considered while ensuring that the interests of the Club are held paramount.

* The selection committee retains the right to overrule a captain’s decision if it is not made in line with the points above.

1. **SELECTION CRITERIA**

The following factors will be considered by the selection committee when selecting senior teams and individual players. As much as possible, selection of junior teams should also occur using the same criteria.

1. **Financial Status of Player (payment of fees)**

Players who have paid their fees by the due date or who have a payment plan approved by the club will be given preference in the selection process over players who haven’t.

**2. Ability**

A player’s ability is the most important factor in determining which team he plays in. No one benefits from a player playing in a team in which he is either too good or simply not able to contribute.

1. **Form**

This is a critical factor but not the only one. A player’s performance will be assessed over a number of matches, not just a single performance and the quality of opposition will also be taken into account. Each player’s performances are recorded on the My Cricket website and are available for everyone to see. Based on these, players may move from grade to grade.

1. **Training**

All players are required to attend training sessions scheduled by the coach. Standard sessions will be on Tuesday and Thursday evenings during the season and also during pre-season at times to be announced in advance.

CCC expects their players to be committed to attending and fully participating in training.. Not attending at least one training session every week could impact selection, this will be at the discretion of the Selection Committee and coaches.

If players are unable to attend training, it is their responsibility to advise the coachof their situation.

1. **Future Development Potential**

CCC committee has a stated goal of being known as a Club that nurtures and encourages youth of the club. Junior players who have the potential develop into good senior players and to play in higher grades, will be selected in Senior teams wherever possible. Any junior players selected in higher teams must be given ample opportunity to prove themselves.

1. **Team Balance**

A captain is entitled to have team balance, both in relation to the spread of batsmen and bowlers in the team as well as the type of batsmen and bowlers. Team balance may also vary between one-day, two-day and twenty-twenty games.

1. **Double ups**

Double-ups – means one player playing two Senior games as member of two different sides on the same weekend. CCC will allow Double-ups arising due to player shortage. CCC believes in giving every financial player an opportunity to play a game every time the player is available. In order to accommodate this, Double-ups will not be allowed in situations where some players will not be able to get a game due to shortage of playing positions. Selection order (hierarchy) for double ups remains the same as for normal selection. The Chairman of Selectors maybe able to step in if a Double up situation arises at the cost of a financial player not getting a game.

Note: A junior playing a junior game and then also playing for senior game in the same week is NOT considered as Double-up

1. **Attitude and Work Ethic**

It is expected that all players will approach training sessions in the same way that they would approach a game. Players are expected to work hard during training and support each other at all times. If this happens at training it will also happen in games. All players must wear the correct training attire as directed by the club.

1. **Availability**

Every player will be considered available for selection and ready to play in every game of the season unless they have notified the club accordingly. Players are expected to notify the club of their unavailability immediately they are aware of it and no later than 6.00 pm on the Tuesday prior to a new game commencing. If unavailability occurs after this, it is acceptable to notify the chairman of selectors or team captain no later than 5.00pm Friday evening. Unless there are extenuating circumstances, anything outside of this procedure is considered unacceptable.

1. **Behaviour**

All players must adhere to the Carnegie Cricket Club Code of Conduct at all times when representing the club both on and off the field. Players bringing the club or the game of cricket into disrepute will jeopardise their chances of future selection.

Players behaviour of both on-field and off-field respect and courtesy towards their own team members and opposition will be considered as important attributes during selection.

1. **Supporting the Team/Club**

Cricket is a team sport and it is expected that players will work together at both training sessions and on match day to help set up and pack away equipment, boundary markers, afternoon tea etc. In addition, players are expected to take their turn on club duties such as assisting with junior teams and programs, assisting with club house operation and cleaning when rostered on as well as helping at other club fundraisers. Attendance at club functions including post match and end of season presentations is also considered important as this helps to build camaraderie and club spirit.

1. **COMMUNICATION OF SELECTION DECISIONS**

Players are entitled to be individually notified that they have been promoted or demoted and the reason for that decision.

This will take place after training on Thursday night, prior to the teams being announced and communication of this decision will be the responsibility of both captains - the team into which the player has been promoted and the captain of the team from which he has been demoted. If none of these people are available it will be the responsibility of the Chairman of selectors to communicate the decision and the reasons for the decision.

Under no circumstances is a player’s promotion or demotion to be communicated to anyone before they have been advised.

1. **EXCEPTIONS TO THe policy**

Any exceptions to this policy or any deviations from this policy during selection can only be permitted by the committee.

1. **COMPLAINTS & GRIEVANCE PROCEDURE**

The selection committee exists to help and provide support and will always be available to listen should players have any complaints, suggestions or constructive criticism regarding the selection process. All issues of this nature should initially be addressed to the Chairman of Selectors and then the committee if deemed necessary.

1. **SELECTION COMMITTEE STRUCTURE**

The selection committee will consist of the following:

* Selection panel including chairman of selectors
* Team Captains
* Head Coach / Asst. coaches or a Coaching representative appointed by committee

The Chairman of the Selectors is the representative of the CCC Committee.

The primary role of the Chairman will be to chair selection meetings and to co-ordinate the availability of players from match to match.

We expect all Captains, Chairman of Selectors and Coaches to work within the policy and improve the policy as we grow and achieve more success.