



WCMCC Selection Policy 21/22

Version 2 – 14 October 2021

1. INTRODUCTION

Throughout the season, selection is one of the most important and contentious issues for the Club and for individuals. It is the source of much discussion and sometimes argument. Due to this, WCMCC has decided to develop and implement a written Selection Policy so that the selection process is more transparent and fully understood by all players. Much of this policy will not be new but will simply confirm and clarify various informal practices that have occurred since the Club began.

2. SELECTION OBJECTIVES

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

- 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;
- Developing Players for the highest grades of WCMCC and beyond;
- To be fair and consistent in the treatment of players;
- To win the Club Championship.

It must be recognised that sometimes these objectives are not compatible with each other and that balancing them may be different for each team. 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 objectives. No one is guaranteed a spot in any given side and given that the selectors have the full support of the club committee, all decisions made in accordance with this policy will be final.

Teams will be selected in order, commencing with the First Grade side, through to the lowest Grade. Where WCMCC have more than one team in a grade, the teams are equal, as such the selections will be to promote balance across all those grade team with no preference or priority to any one team.

3. SELECTION CRITERIA

The following factors will be considered by the Selection Committee when selecting senior teams and individual players.

A. ABILITY

The Selection Committee will endeavour to match individual players' level of talent and cricket experience with the grade in which they are selected. Factors to be considered in this process are demonstrated past record of performance levels of regular players and, for rising gifted young players, an assessment of their ability & talent and their readiness for promotion to a higher grade.

B. PERFORMANCE

Form is the primary criteria in the selection policy as this allows the club to field its most competitive sides for any fixture. However, this does not mean that for one good/disappointing performance that promotion/demotion is applied. Where possible, members will be given a reasonable time to perform in any particular grade.

Team balance is critical for all grades when selecting teams. There will be instances where changes will be made that may not be based on performance, but purely to achieve team balance and may require the Selection Committee to promote/demote players on that basis. Credence will be given to winning teams and therefore changes would be less likely.

If players are performing well in lower grades, they are to be encouraged to continue that form and apply pressure on players in higher grades. A point to note is that individuals playing well will lift their team's spirits and this in turn assists the club to prosper.

Performance includes the player's specific role in the team, as well as fielding as a whole.

C. 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. If players are unable to attend training, it is their responsibility to advise the coach or their Team Captain of their situation and attend when possible. As long as performance is still at an acceptable level, this should not affect selection; however, a lack of communication will be seen as detrimental to selection.

D. FUTURE DEVELOPMENT POTENTIAL

Young players who have the potential to play in higher grades should be given preference in selection. This does not mean that older players will automatically make way for younger players regardless of performance but rather in a situation where two players have similar claims for promotion or demotion, preference should be given to the development of younger players.

Where a Junior cricket is playing with their parent in a specific grade to aid their development, the parent and child will be paired and move grades as pair in line with the progress, skill and performance of the child.

E. TEAM BALANCE & ONE CLUB APPROACH

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

The One Club Approach means WCMCC acts as one club with the priority to win the highest possible grade matches and the resulting Club Championship.

Therefore, priority is given to the needs of the higher-grade team, noting that each team will be able to select the required player from the lower-grade team. It is noted that at times fifth grade side(s) will be the most impacted by this. WCMCC will apply equality across multiple teams within the same grade. This may result in players being selected in different teams within the grade week to week to manage team balance across the grade.

F. ATTITUDE & 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.

Players will be expected to wear the appropriate attire as it is provided with registration fees, including:

- Arrive and leaving matches in the formal polo shirt;
- Warm up and training in the provided training shirt, or purchased training singlets;
- Play in the appropriate playing clothing, including club playing hats. This includes WCMCC creams, WCMCC greens and WCMCC T20 / indigenous shirt. Training caps (black) or non-WCMCC caps or hats are not acceptable playing attire.

Casual players may receive club loan of clothing, which is required to be returned, washed, to the club or captain by the next Thursday proceeding their match.

G. 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 and no later than 6.00 pm on the Thursday prior to a new game commencing. If unavailability occurs after this, it is acceptable to notify the Chairperson 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.

Availability includes one week only players during Two-Day rounds in First to Fourth Grades. Consideration will be given to the needs of the side and application of the CACT rules. Where players are available one week only, this may result in them not being selected in any grade that round.

H. BEHAVIOUR

All players must adhere to the Club and CACT 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.

I. PAYMENT OF FEES

Players who have paid their fees by the due date or who have an active payment plan approved by the club will be given preference in the selection process over players who have not. The priority of selection will be on full paying members before casual players (except in respect to section L).

Casual fee players will be required to pay the appropriate match fee either by EFT to the club, on card or in cash to the Team Captain BEFORE the start of play.

J. SUPPORTING THE TEAM/CLUB

Cricket is a team sport and it is expected that members will work together at both training sessions and on game day to help set up and pack away all equipment. Equipment is required to be packed away in the storage room or area, not inside the club or change rooms or in the way of curating equipment or access. This includes but is not limited to:

- Arriving on time;
- Setting up all equipment and playing facilities at home games;
- Warm-ups and rematch requirements;
- Setting up furniture and returning it after the game;
- Assistance with putting on and removing covers (prior to, on and after match day)
- Returning club equipment to the storeroom at training and on match day;
- Scoring & Umpiring;
- Assisting with clean up after training and match days (home and away); and
- Any other activities as directed by the captain, coach or committee.

It is also requirement that members attend club organised functions, and endeavour to introduce new members to the Club.

Finally, as the juniors are a fundamental part of our family it is expected than seniors actively participate in, and provide encouragement towards, the junior component of the club via their agreed roles and responsibilities.

K. CACT PLAYING CONDITIONS

WCMCC is required to comply with the rules and Playing Conditions of CACT. Selections will take into account the rules such as Representative sliders, COVID-19 considerations and grade last played. Only the PCCC representative or Club Captain may contact CACT to obtain exemptions. WCMCC will only apply for exemptions were absolutely necessary.

L. MARQUEE & PROFESSIONAL PLAYERS EXCEPTION

WCMCC at times has Marquee and Professional players available who include ACT Meteors, ACT Comets, Interstate Players and International Players. Where this occurs, the club may select these players in the appropriate side, despite selection criteria not being met such as being casual players, attendance at training and availability.

M. FILLING PLAYER VACANCIES IN FIFTH GRADE

Replacement players to fill gaps in the lowest Grade during the season will be sourced from casual or junior players.

4. 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 the Club Coach or Captain of the team into which the player has been promoted or the Captain of the team from which they have been demoted. If none of these people are available, it will be the responsibility of the Club Captain to communicate the decision.

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

A. REFUSAL TO PLAY WHERE SELECTED

Where a player refuses to play where selected, or manipulates availability to attempt to play in their preferred grade, the player will be deemed unavailable for selection and will not be selected to play at all in the round.

This can be assessed by the Club Coach, Club Captain and Selection Committee on a case-by-case basis where a player applies to have an exemption.

B. 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 Club Coach or Club Captain.

5. SELECTION COMMITTEE STRUCTURE

The Selection Committee will consist of the following:

- Chairperson of Selectors
- Club Coach
- Assistant Selector(s)
- Team Captains – as appropriate to their grade, and grade directly above or below them for players required to come up or down.

The role of the Chairperson will be to chair selection meetings, ensure that the selection policy is implemented and to co-ordinate the availability of players from match to match.

6. SELECTION COMMITTEE STRUCTURE

This selection policy is endorsed by the WCMCC and Committee on DD MMMM YYYY.