



Campbelltown-Camden DCC Selection Policy 2024-2026

Objectives

- To develop the best players across all grades in the NSW Premier Cricket Competition
 - Players to play in grades where they are able to perform well and continue to challenge themselves to grow.
 - For CCDCC to have regard to its future and appropriately develop youth players into the CCDCC system.
- To ensure club performance is representative of a leading club in the NSW Premier Cricket Competition.
 - CCDCC to finish in the top 6 positions across all grades, and club championships
 - Players to develop high performance behaviours and professionalism to be leaders in the NSW Premier Cricket community.
- To develop the CCDCC Brand of Cricket

Preface

The purpose of these guidelines are to provide clarity and transparency to the processes around player selection. The Selection Policy covers all teams that represent Campbelltown-Camden District Cricket Club (CCDCC) men's club, inclusive of 1st to 5th grade, Metropolitan Cup, Poidevin-Gray Shield and AW Green Shield. This policy also covers the structure of the selection panel across each of these teams. The following are the key areas that will be taken into consideration for the selection of players for season 2023/24.

The Guidelines key areas:

- i. Selection Committee.
- ii. Pre-season grading.
- iii. Selection procedure and meetings.
- iv. Selection Criteria
- v. Promotion & relegation.
- vi. Player availability.
- vii. P-G & Green Shields.
- viii. Complaints
- ix. Conflicts of Interest

SELECTION COMMITTEE (regular & pre-season)

The selection committee consists of the appointed Captains (Grades 1 - 5 & Metro Cup), the manager/coach/captain of the PG & AWG Shield teams and the Chairman of Selectors (CoS) who is across all teams. The Club Coach may choose to be involved in the selection process of any team, but particularly the 1st Grade team.

Pre-Season Grading

In selecting teams for Round 1, the CCDCC Selection Panel acknowledges that players come into a new season at varied phases of their macrocycle. Some players may have played during the winter months, some players may have developed significantly over the off season, and inversely, some players may not make positive progression to their game. As such, the Selection Panel must consider how a player has developed longitudinally, as well as considering previous performances.

For new players trialling at CCDCC, the following process is undertaken:

- Trial dates will be announced via the Website and Social Media (Facebook and Instagram) approximately 3-4 weeks prior to the first trial.
- Players are to register via the online web form providing all relevant details requested.
- Triallists will attend the trials as requested by CCDCC, unless invited to join training prior to this by the Club Coach, Secretary, or Director of Cricket.
- CCDCC trials will run over 2 weeks, with a 3rd week to be completed should this be required to identify potential successful players.

- CCDCC will provide a minimum of two (2) Selectors to the trials to observe the players skills, tactical (game) awareness, general club culture suitability and physical attributes, across all skills and disciplines.
- Identified and selected players will be invited to join the existing club training that will be occurring at the same time to begin to integrate players into the club.
- Unsuccessful players will be identified verbally either during or at the conclusion of the trials.

Selections for Pre-Season Trial Matches will be completed in line with the selection criteria and process provided below. There may be circumstances where the Club Coach, Director of Cricket and Captain identify the requirement to experiment with player's roles to identify their suitability to a particular style of play that is desired for the campaign. Players may not get the opportunity to play in all pre-season trial matches to ensure opportunity for all players to put their hand up for selection.

Match Selection Procedures - Selection Meetings (regular season)

For regular season selections, the following process is undertaken:

- Considerations between the captains of Grades 1-5 & Metro Cup and the CoS.
- Selection Committee meetings held every Monday evening before each round.
 - All captains and the CoS will attend in person or via Teams/Zoom.
- The captain of the grade being selected, the CoS and the captains of the surrounding grades, will have the most influence on the selection.
 - For example, for a 3rd Grade selection, the 3rd Grade captain, plus the 2nd and 4th Grade captains, along with the CoS, will be involved.
- The Club Coach may choose to participate in any selection process.
- The CoS retains primacy and a veto on all selections with final authority across all teams.

SELECTION CRITERIA

Form and performance

Form and performance encompasses what a player has achieved. This potentially can span a considerable time, and not just be a single performance. Having said that, current season form will carry greatest weight. Performance considerations (but are not limited to):

- Superior performance in terms of runs, wickets and dismissals
- Ability to assess conditions and adapt their game plan accordingly
- Competitiveness, resilience in tough situations and demonstration of getting into the contest.
- Demonstrated ability to play numerous roles within the team.

Levels played

The relative strength of the competition in which the player has competed in, as well as performance at that level. Performances at higher levels of competition will be weighted favourably, including pathway performances at a Cricket Australia National Championships.

Team balance

The Selection panel will consider team balance and conditions of play when selecting each team. Team balance may include:

- The selection of a team with players of particular skills to meet the demands of the game, ensuring enough pace bowlers, spin bowlers, batters and a wicketkeeper.
- The selection of players based on their suitability to a team, ground or competition that provides them with a competitive advantage that may assist that particular team in winning.
- Maintaining of a limited number of key positions, particularly in lower grades, by players with significant experience. This will be regardless of form & performance of these players (both positive & negative), as their inclusion in a lower graded team, will not only provide their individual performance, but will add significant stability, experience and support to both younger and less experienced players.

Physical Strength & Conditioning (including injury)

The selection panel is of the belief that players that demonstrate high levels of physical strength and conditioning are more likely to perform well over the duration of the season, and across the entirety of a day's play. Players that demonstrate elite physical performance will be looked upon favourably by the selection panel. This includes athleticism, power, aerobic fitness or those that demonstrate mental resilience in their style of play.

If a player is not at full fitness, it is the expectation that the player is driving a positive recovery towards return to play. The club will support where possible through the referral to a club-aligned physiotherapist, or discussion with the Physical Performance Coach. The player is expected to provide a response to the club by Tuesday as to whether they will be available for selection or not. The player may undergo a physical fitness test at the club's discretion if there is a perceived uncertainty regarding the player being able to physically meet the demands and requirements of performance in that grade.

Attitude and commitment

Players' commitment and attitude towards training, other players, and within a match is a consideration that is taken on by selectors. It will be perceived favourably by the selection panel where players are good people and represent CCDCC in a positive manner. This encompasses how a player presents themselves in a club environment, in a match and in the community. This includes advice from the club's management committee on disciplinary issues. Players that are consistently available for training and games, are on time and support the club with activity in ground preparation, pack up and maintenance are perceived favourably. The 'HEJA App' will evidence a players' commitment to training etc. and may be utilised in the Selection Committee's considerations.

Compatibility

Compatibility of the player to be a part of the team in which they are potentially to be selected in, including cultural fit to the team environment.

Financial Status

To be eligible for selection, a player must be financial by the designated deadlines (unless a payment plan has been organised with the Secretary/Treasurer).

Youth Players

CCDCC aims to create an environment that will enable young players ongoing and sustained success not only through NSW Premier Cricket, but also provide the best opportunity for selection in the NSW or Australian High-Performance Pathway. There may be circumstances where the selection panel will consider promoting, relegating or maintaining a player in a particular grade to support their overall career journey if they are an identified player within the pathway.

Player Availability

The expectation is that players will make themselves available for all rounds. Any player who withdraws from a team must have a valid reason to avoid relegation upon return. To assist in this process, the club already has in place the 'HEJA App'. This technology provides an appropriate and transparent way for players to convey availability issues to club management and captains. Regardless, it is expected players notify their captain, CoS, and/or Club Coach of any round they are unavailable, as soon as they become aware of this unavailability, and in the week prior to their unavailability.

The following is a list of reasons that are considered 'valid' regarding availability (*Note: This list is not exhaustive, and all reasons will be considered by the selection committee on a case-by-case basis*). Valid reasons include:

- Injury
- Personal / family issues
- Unforeseen work circumstances
- Study / exams
- Attendance to a family wedding or apart of the wedding party
- School commitments

Any player who is deemed to not have provided a valid reason, should in normal circumstances return to playing via the grade below the one in which they did not play (noting the Selection Committee's discretion relating to Team Balance). After that game, standard selection criteria will apply. This includes captains.

The CoS is responsible for ensuring the monitoring and compliance of player qualification for finals series.

Selection Policy

Poidevin-Gray & Green Shield

Poidevin-Gray and Green Shield selections are to be made by each team's management (Coach) in consultation with the Club Coach and the CoS. These selections will be based on the same selection criteria as per the above.

SELECTION – PROMOTION - RELEGATION

Following a selection meeting, and at a time considered appropriate by the CoS, the captains are to inform players of their movements within grades.

Relegation

- 1) A relegated player will have a face-to-face conversation (preferred process) or phone call, if unable to meet (least preferred option) with the team **captain from which he has been dropped**. When dropping a player, the captain needs to provide reasons for that decision which need to be clearly articulated to the player. The conversation should include pathways as to how the player can seek to return to the previous grade. No discussions about, or comparisons with other players will be entertained. **It is incumbent on captains to ensure good communication between one another in this process.**
- 2) The CoS will follow up with the player after they have been spoken to by the involved captain. This ensures a solid process of communication and underpins the messaging of the captain.

Any Player Movement

Captains are also expected to utilise the agreed ***Player Skills Register*** to ensure consistency in how a new player within a team is utilised.

Discussions with any new player in a team (promoted or relegated) must include good communication. This will help to ensure proper player management, including ensuring player welfare is maintained. This process helps to instil confidence in the system, support for the player, as well as exhibiting a transparent and solid process.

COMPLAINTS PROCESS

The CCDCC Selection Panel acknowledge that not all selection decisions will be favourable for a player, and that the player and the selection panel may have different opinions about feedback provided by the selection panel to the player. We encourage players to have open and transparent conversations with their captain, the Club Coach and the CoS to identify and resolve any disagreements around selection.

Should there be a complaint regarding the **process** undertaken with team selection, the below process is to be undertaken:

- 1) The player is to identify the complaint with the CoS in the first instance to identify the matter.
- 2) The CoS will present the complaint to the Club Coach and selection panel members involved to investigate the nature of the complaint and identify if the correct process was followed.
- 3) The CoS to respond to the player within 48 hours to discuss the outcomes of the investigation.
- 4) Should the player not be satisfied with the response, they can escalate this to the Club Secretary.
- 5) The Secretary will liaise with the player to address and discuss their concerns and provide a response to the Selection Committee as to whether they completed the selection process equitably and correctly.
- 6) The Secretary will also notify the Club Executive of any such complaint. The Executive may provide guidance to the Secretary as to how to properly manage the issue.

The Selection Committee reserves the right to avoid response to queries or complaints regarding the selection or non-selection of another player. The players must understand that there are numerous factors that are attributed to selection as per the selection criteria above, and the circumstances around selection do vary in case to case.

CONFLICTS OF INTEREST

Any member of the Selection Committee must report to the Management Committee any conflict(s) of interest with regard to selections to ensure the integrity of the process. A declaration of a conflict may not automatically disqualify the Selection Committee member from participation in a particular selection but needs to be independently assessed prior to any involvement in selection.

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Cricket Australia High Performance Coach

Matt Appleton APM
Chairman of Selectors
Cricket Australia Level 2 Coach

Approved by: CCDCC Committee
Dated: 27 May 2025

Selection Policy