MODBURY BOWLING CLUB INCORPORATED

SELECTION POLICY

Selection

- The Board Director assigned the Bowls Portfolio will choose a Men's and Ladies Bowls Coordinator.
- The Bowls Director and Coordinators will identify and engage a suitable member to take on the position of Chairperson of Selectors.
- The Selection Panel Members will be identified and picked by the Chairperson of Selectors in conjunction with the Bowls Director for all teams.
- The Selection Panel Members should consist of players within the teams it is selecting, and it is **suggested that each gender is represented**.
- The Selection Panel may invite an appropriate club coach to attend their Selection meetings.
- An Expression of Interest will be called for club members to be become Selection Panel Members.
- The Bowls Director and Coordinators may approach members to be on Selection Panels.
- The Bowls Coordinators and the Chairperson of Selectors may be in the room during selection. They will be there to ensure the meeting is conducted appropriately, handle any disputes, and ensure By-Laws and these rules are followed.
- The Bowls Director will obverse the selection process on a regular basis and identify any issues or possible improvements. Any changes will be discussed outside of the selection process with the Bowls Coordinators.
- Each Division will be assigned a Selection Panel Member as their representative.

Selection Panels

- Wednesday Panels
    - Teams 1 and 2 – consists of a minimum of 2 members
    - Teams 3+ - consists of a minimum 3 members
    - Each team will be assigned one panel member as a point of contact for their division
- Thursday Panels
    - A Panel of a minimum 3 members
    - Each team will be assigned one panel member as a point of contact for their division

Reviewed and updated May 2025

- Saturday Panels
    - Teams 1 to 3 – consists of a minimum 3 members
    - Teams 3+ - consists of a minimum 4 members
    - Each team will be assigned one panel member as a point of contact for their division

Selection Procedure

1. The Selection Panel members will meet a predetermined time.
2. The Chairman of Selectors will chair the Selection meeting.
3. The Selection Panel members will discuss and determine the teams.
4. The Chairman of Selectors will be the only person responsible to modifying the team members on the board.
5. The top side should be selected in the first instance and then progress to the other teams in order – ending with the bottom side.
6. Selection Meetings shall remain confidential to the Selection Panel members, Coordinators and Chairperson and Bowls Director until formally published.
7. Selection shall be made on a fair and equitable basis regardless of gender (where appropriate) based on current form, player performance and ability, motivation, compatibility with other members in the side, commitment to practice, and commitment to club success – in other words on merit.
8. The term 'player performance' recognises performance factors such as competitiveness, consistency, team spirit, co-operation, club loyalty and dependability.
9. Where selection of players of equal ability is being considered, preference is to be given to players who demonstrate a desire to improve their performance by regular attendance at practice sessions.
10. If the rotation of players is necessary due to an excess of available players, preference must be given to members who make themselves available regularly. Preference must be given to players that do not play on other days of the week.
11. Except in exceptional circumstances, and only with the approval of the Chairperson of Selectors, players cannot be demoted more than one side per week or at the discretion of the selection panel with the activation of a temporary player. The 'T' for temporary player(s) must be placed along side the player named.
12. Appointment as a Selection Panel Member shall not hinder that members chances of promotion to a higher side should that be warranted.
13. The appropriate Selection Panel Members can only make selection decisions at a Selection meeting. Once that meeting has closed, and the selections have been published, no further changes will be made except in exceptional circumstances, and then only with the approval of the Chairperson of Selectors.
14. If a player becomes unavailable after the selection has been published, the Chairperson of Selectors shall discuss the replacement with the Selection Panel Members, confirm the amended selection, arrange amendments to other sides effected, cause the Selection board to be changed, and ensure that the players involved in the change are notified. If time is short such as on the morning of a pennant game, and Selection Panel Members cannot be contacted, the Chairperson shall use their best endeavours to reach at least one Selector to discuss and appoint a replacement.

Reviewed and updated May 2025

15. Any unauthorised changes to the Selection Board will be ignored, and selections returned to their previously agreed positions.
16. A nominated representative of the associated selection panel will advise players if they have been promoted or demoted, and why. Players whose position in a side has been changed should also be notified to pre-empt conjecture on why that change has been made.
17. On pennant days before the game, members are NOT to discuss selection issues with selection panel members, who are entitled to play their game without the distraction of dealing with disgruntled players.
18. Should any section of this Selection Policy conflict with MBA Rules and Conditions of Play, the MBA rules and Conditions shall take precedence.
19. Selections must be in accord with State & Federal Laws, particularly as they forbid discrimination based on age, ethnicity, disability or gender.

Team Qualification

- Failure to attend trials may result in being selected one Division lower than last season.

Selection Panel Members Job Description

- Responsibilities:
    - To develop and apply selection processes which maximise success and participation of club players and teams in the MBA competitions.
- Reports to: Chairperson of Selector
- Principal Duties:
    - Work with other Selection Panel Members.
    - At all times remain objective, impartial and maintain confidentiality.
    - Selects strong compatible teams that they are responsible for.
    - Give promising players the opportunity for exposure in more challenging and competitive match environments.
    - Communicate to players on selection matters as appropriate.
    - Develop practice programs for player, rink and team development.
- The Director of Bowls in conjunction with the Associated Coordinator and Chairperson of Selectors may remove or replace selectors if it is considered that those selectors have proved to be unsatisfactory due to suitability, attendance record, player bias, or any other reason adjudged to be detrimental to the club.

Selection Appeals

- Players who are not satisfied with a decision of the Selection Panels may appeal that decision by: **(Please do not call the Chairperson of Selectors)**
    - Lodging a notice in writing to the Selection Chairperson within 48 hours from the time of the selection meeting.
    - The Chairperson of Selectors will endeavour to mediate a satisfactory solution on the issue between the selectors and the player before the next Selection Meeting
    - Failing a satisfactory resolution, the player may ask the Chairperson of Selectors to refer the matter the Modbury Bowling Club – Director of Bowls for a decision.

Reviewed and updated May 2025

- The Club President shall conduct an enquiry if required, either personally or through delegation. This may involve meetings with all parties. The President will resolve the issue in the best interests of the Club, the Selectors and the member disputing the issue. All parties will then be notified of the result.

Communications

- Player to Selectors
  - Each Division, where practicable, will be assigned a specific Selection Panel Member as the contact point for issues within their division.
  - Players may approach the nominated Selection Panel Member to discuss any selection issues
  - If the player is not satisfied with the outcome of the Selector's decision, they may appeal the decision. See above
  - It will be deemed inappropriate to raise matters regarding selection that require discussions of a confidential nature immediately before or after games, at the pennant board or the bar.
- Selectors to players
  - The selectors will regularly seek feedback from players and skippers to assist them in the selection process.
  - Communication to players will not be deemed necessary when a player is returning to their original role or returning from unavailability.

Player Selection Criteria/Standards

- Eligibility
  - Full financial members without disciplinary restrictions who make themselves available may be selected to represent the Modbury Bowling Club in the Pennant Competitions.
  - Ass/Soc members can only play for three games before they must become a full member
- Criteria
  - It is recognised that the selection process in Bowls is quite subjective however the Selection Panel Members will undertake at their discretion to interpret the selection criteria that is available and apply said criteria to the best of their ability and judgement to achieve the goals of Modbury Bowling Club.
  - The following criteria will be considered:
    - Commitment to the goals of Modbury Bowling Club pennant success.
    - Performance, ability, competitiveness, and current form as demonstrated in practice and trails.
    - Physical fitness for a particular role. IE Skipper vs lead roles.
    - Team Balance influencing the selection of players within a rink or Division.
    - Compatibility and player interaction will be considered; however, it needs to be recognised that rinks and divisions must be balanced to allow the best possible chances of success for the club and to this end, it may not

always be possible to accommodate player requests or desires to stay within specific rinks or divisions.

- Individual aspirations will be recognised as far as possible and will be considered should the opportunity for divisional promotion or to a desired team role arise.
- The attitude of players towards the club, fellow players and members of the club.
- Training is an essential aspect of improving your skills. As a minimum, one training session per week should be completed.
- Unavailability of a player for one week will not be penalised and will return to their original position as of their last game.
- Unavailability of a player for two consecutive weeks or more may result in the player being demoted to the lower team for a minimum of one week. This may be overturned by the Bowls Director.
- Players who limit themselves to whom they will or won't play with or what Division or position they will or won't play in, risk adversely affecting their selection outcome.
- Players that are unavailable for selection in any given week, must complete the sheets provided showing dates of unavailability and when they are next available.
- Post selection policy dictates that should a player become unavailable after selection; the Selection Panel is responsible for finding a replacement player for that rink. Changes to the teams in this circumstance requires a minimum of two Selection Panel Members to agree on the change.

Player unavailability after selection is completed

- Players are to call their assigned Selection Panel Member of their unavailability as soon as possible
- The assigned Selection Panel Member will call the Chairperson of selectors and advises that person of the situation.
- The two Selection Panel Members are to agree to the replacement player they want from any team below.
- The Chairperson then notifies the Selection Panel below and works with panel to complete the teams
- In the event of a player not being available close to the game starting, the assigned selection panel member can choose any player available as a Temporary fill in (T) and that player will return to the original team the following week.

Player Guidelines

- Each player is responsible for her/his own decision to play, consistent with availability, health, weather and other factually objective matters.
- Having initially agreed to play in a Pennant team, a player should consider the effect on the Team and Club if deciding to be unavailable on short notice, particularly if because of dissatisfaction with a Selection decision.

Bowls Director
June 2025

Reviewed and updated May 2025

Appeal Selection

Players who are not satisfied with a decision of the selectors may appeal that decision by:

- Lodging a notice in writing (this form) to the Chairperson of Selectors within 48 hours from the time of the selection meeting.
- The Chairperson of Selectors will endeavour to mediate a satisfactory solution on the issue between the selectors and the player before the next Selection Meeting
- Failing a satisfactory resolution, the player may ask the Chairperson of Selectors to refer the matter the Modbury Bowling Club – Director of Bowls for a decision.
- The Club President shall conduct an enquiry if required, either personally or through delegation. This may involve meetings with all parties. The President will resolve the issue in the best interests of the Club, the Selectors and the member disputing the issue. All parties will then be notified of the result.

(Please do not call the Chairperson of Selectors)

Date of Selection	
Member Details	Full Name – Phone Number – Division –
Issue with the selection and you want clarified. Please provide details	
Received by the Chairperson.	Date:

Reviewed and updated May 2025