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DRAFT SELECTION POLICY DOCUMENT



Prepared
By
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Objective

To be responsible for overall development of the game in line with the Sri Lanka Cricket objectives.

To develop and execute an operational plan to ensure that best team is selected to represent the country.

To manage the respective squads and ensure that fullest potential is harnessed for the benefit of the game.

Selectors to be responsible for the ratings of both forms of the game.

Selection Policy

To have an honest , open, transparent and a consistent selection process that selectors administrators and players fully understand.

Performance , potential and discipline should be part of the selection policy

Selection Types

National selectors

Junior National Selectors.

SELECTION COMMITTEE RESPONSIBILITIES

The Selection Committee is responsible for selecting the following teams and squads that represent Sri Lanka Cricket:

- **National Team**
- **A' Team**
- **Development squad**
- **Academy Squad**
- **Fast Bowling Squad**
- **Spin Bowling Squad**
- **Other as requested**

RANKING PLAYERS FOR CONTRACTS

The selectors will be required to rank the following:

- National Squad
- A Team
- Development Squad
- Academy Squad

Selectors are required to separately rank the players in both the domestic first class and one day formats and provide an overall ranking for each player to be offered a contract.

These rankings provide the basis for allocating the retainer pool to the list of contracted players.

Selection Committee must develop and maintain a working relationship with Sri Lanka Cricket.

The Junior selection committee is responsible for the following

Selection of Under 19, 17, 15 squads & Teams

Junior District & Provincial teams

SELECTION COMMITTEE OBLIGATIONS

ATTENDANCE AT MATCHES

Selectors are required to attend First Class and Domestic One Day and Twenty/20 matches as directed by the Chairman of Selectors.

The Chairman of Selectors will draft a plan detailing Selector attendance at matches which are to be played.

It is important to note that selectors will make every effort to attend as many matches as possible, but selectors are not retained on a full-time basis and it is not possible to guarantee attendance at every match, or at every day of matches, due to the other personal and professional obligations of selectors.

ATTENDANCE AT SRI LANKA CRICKET TEAM TRAINING

The Chairman of Selectors shall liaise with the Coach and Captain on team selection issues, to finalize teams the day before the game, to communicate with the players where appropriate. He should also communicate team related issues that arise whilst is on duty to the CEO.

Meetings between the Chairman of Selectors and players at a team training session will be arranged through the Manager / Coach prior to or at the conclusion of a training session. These meetings will not occur during training sessions.

SELECTION COMMITTEE MEETINGS

As a minimum, the Selection Committee will meet in person to select the annual contract list.

At the discretion of the Chairman of Selectors, other meetings may be scheduled. Instances where this may occur are likely to be for selection purposes which may arise time to time .

These meetings will be called by the Chairman of Selectors. At various times the Coach and Captain may be invited to attend these meetings.

ANNUAL SELECTORS' ROSTER PLAN

The Chairman of Selectors will be responsible for determining the match roster for all selectors.

This plan needs to be submitted to Sri Lanka Cricket CE for approval, prior to the commencement of the season or a tournament.

The selectors will be expected to submit reports of the match situation and the players on the format formulated by SLC .

SELECTORS' PORTFOLIOS

At the first meeting of the Selection Panel after its appointment, the following areas of responsibility, or portfolios, will be allocated by the Chairman of Selectors to the other selectors: -

- Premier – Club Cricket
- Provincial Cricket
- School Cricket if its required

SELECTION COMMITTEE STRUCTURE



NOMINATION TO - SELECTION COMMITTEE

Sri Lanka Cricket will determine the composition of the Selection Committee on an annual basis.

This will be determined following recommendations from the CE. National Selectors Should have the one of the following criteria's to be a selector

- Ex National Player
- 10 years of First Class
- Been a member of the National Squad

Junior Selectors

- Represented Sri Lanka at under 19 & over

TERM OF APPOINTMENT

The standard term of appointment for each Selector will be applied by the Sports Minister.

ACCOUNTABILITY

The Selection Committee is formally accountable to Sport Ministry but in its day to day operations it will be accountable to and communicate directly with the Chief Executive & other relevant Sri Lanka Cricket Staff.

SELECTORS CONTRACT REVIEW & PERFORMANCE ASSESSMENT

The responsibility for assessing the individual and collective performance of Selectors and the Selection Committee will rest with the CE in consultation with the Sri Lanka Cricket higher authorities.

Ultimately, the responsibility of appointing the Selection Committee rests with the 'Ministry of Sports' however, the Secretary of the interim Committee or the Chairman will required to make recommendations to the Minister in respect of the performance and reappointment, or otherwise, of Selectors. These recommendations will be based on performance assessments and other relevant factors at the time.

The appointment of new members of the Selection Committee will involve a rigorous process that will include interviews and other evaluations seen as appropriate by the CE in order to make recommendation to the 'Minister of Sports' for appointment.

The general criteria on which the Selector will be assessed are;

- **Performance of the team(s);**
- **Interaction with the National Captain & National Coach (Chairmen Selectors)**
- **Interaction with Sri Lanka Cricket's Physiotherapist and Trainer**
- **Reporting;**
- **Teamwork;**
- **Vision for Sri Lanka cricket**
- **The manner in which Selectors represent Sri Lanka Cricket.**

The performance assessment for the Selector will be conducted by CE and the higher authorities of Sri Lanka Cricket at the end of the contracted period.

Process

The National Selection committee should comprise of five selectors and discussions to be held with consultation with the captain & coach as advisory Capacity. The selection committee to research and gather all relevant information from watching matches and speaking to the respective National Coaches.

Match Days & On Tours

The selection panel should be made of the selectors on tour the Captain , V Captain & the coach convened by the Manager with a cricketing Background as consultant. Ideally the selector should attend the grounds one day prior to the match & ninety Minutes before play starts on match days for final selection meeting. The Selector on tour should consult the other selectors in the committee before attending the meeting in order to procure the views .

SELECTION CRITERIA

NATIONAL TEAM

The selectors have to regard three main issues namely:-

- (a) The team is selected to win the particular game of cricket for which it is picked (ie) the team is selected to win the next game of cricket.

What is taken into account under the criteria are:-

- * **Current form;**
- **Past performances;**
- **Balance of the team;**
- **Conditions likely to be encountered;**
- **Health /Fitness; (Mental & Physical)**
- **Contribution to team environment.**
- **Investing in Youth development**

- (b) The team which is selected takes into account the future of Sri Lanka Cricket.

In selecting any team the selectors must keep an eye on the needs of Sri Lanka Cricket for the next two to three years to ensure that players who are likely to be needed during that period are given the opportunity to develop.

- (c) Selectors will advance the cause of any player who they believe has the ability to represent Sri Lanka.

The Selectors acknowledge that Provincial cricket is not only played to be won but is the final testing ground for international selection and accordingly any individual who the selectors believe may figure in Sri Lanka selection calculations – whether now or in the future – will have their cause promoted.

Reasons for Non Selection

(a) Non Availability of the player without a legitimate reasons to participate in leading domestic tournaments.

(B) Illness / Injury

A' TEAM

Players should be aware that the same selection criteria are applied to selecting the A-Team games. The selectors' view on the A-Team selection is as follows:-

- (a) The A-Team games are seen as an opportunity to trial individuals who may be in contention for a spot in the National team in the immediate future.
- (b) A' Team games provide opportunity for selectors to look at young players who have shown some promise but who may not have much in the way of performances on the board to date. Particularly consideration will be given to players in positions where Sri Lanka does not have depth.
- (c) A' Team games give the selectors the opportunity to get players fit for International cricket. In summary, the selectors are not looking to apply the same principles and, hopefully, the same consistency when selecting A' Team as when selecting the National team. Accordingly, the fact that a player is picked for one game and not another should not be seen by that player as evidence of the selectors not being happy with that player's performance. It is expected that there will be a wide range of players used in the A' Team games.
- (d) It is important to give players a fair chance. Selection should be avoided of players who have proven & tested unless their on trial.
- (e) The selectors should ensure to provide opportunity to two Development squad players & one Academy player in the final squad

Development Squad (Age 22 – 26)

Players should be aware that the same selection criteria will be applied to selecting developments sides. The selectors' view on Development selection is as follows:-

- (f) Development squad are seen as an opportunity to trial individuals who may be in contention for a spot in the ' A' Squad or the National team in the immediate future.

- (g) Development squad should provide the National selectors to look at young players who have shown some promise but who may not have not been regular in the way of getting selected to the 'A' squad on board to date. Particularly consideration will be given to players in the age range of 22 to 26 .
- (h) The selectors should ensure to provide an opportunity for two academy players & one Under 19 player in the final squad

Development squad give the selectors the opportunity to get players fit for the 'A' squad.

Academy Squad

The selectors are looking to apply the same principles and, hopefully, the same consistency when selecting the academy squad. This squad would be the best young players out of under 19s with a view to the future. Invitations to practise with the National squads and teams would be issued with a view to fast tracking their development. They may also play a part in the 'A' & Development teams and results should not be the priority but development of players into the National test & ODI teams the focus.

Development & Academy Squad

The selectors could deviate from the age group and use their discretion to include maximum of two players based on performance & the potential beyond the age groups

Age Group Cricket (Under 19, 17 & 15)

The same criteria for the National squads will follow for selection of the above squads. Each squad will comprise of 25 squad members in each age group and the composition to be decided by the junior selection Panel. The selectors will have the liberty to use their discretion of including and omitting players from the squads at any given time depending on development and performance of the youth players. But it is mandatory that the squad should not exceed 25 Members.

National Squad Structure

National Squad - 20 players

'A' Team squad- 15 players

Development squad - 15 players (Age 22 – 26)

Academy squad- 15 players (Age 19 – 22)

Age Group Cricket - 25 Players each Squad (Under 19, 17 and 15)

This squads to be selected on a annual basis and reviewed each 12 months. This will give the players confidence and time to develop into an international player.

The squads should ideally have two series each year with one being played at home and one to be played overseas preferably SA , Eng , Aus & NZ. The ' A ' team should play a combination of all three forms of the game if at all possible.

Sri Lanka Cricket should look at the best possible way to put in place a coaching , education and playing program for a Sri Lankan Under 15 & 17 Squads.

Selecting 'National Squads' & Awarding 'Central Contracts'

The matters taken into account include:

- (a) Performance – all performances are taken into account laying emphasis on consistency over a period 12 months and recent performance at international , Domestic Tier A & B and provincial
- (b) The potential for selection of the player in a Sri Lanka team in the years to come;
- (c) The depth available to Sri Lanka in the player's particular discipline;
- (d) The contribution of the player to the team environment – attitude and work ethic at training and club cricket is taken into account;
- (e) Injury history / Availability for selection for last 12 months.
- (f) Whether selection in the squad will improve the player; Players attitudes, performance & the discipline which will influence the team performance.

NOTIFICATION PROCEDURES POLICY

NATIONAL SQUADS ('A' , Development and academy)

- (a) Those players offered positions in the 'National Squads' will be notified by CE of Sri Lanka Cricket.
- (b) Those players – excluding those who have retired – who are not selected in the National squad for the new season will be advised by the Chairman of selectors or his nominee (except where the player cannot be contacted) of the fact that the player is not in the squad for the coming season.

(C) If a player is dropped from the National team the 'Chairman of Selectors' will advise the player (except in exceptional circumstances where the player cannot be contacted) prior to the team being publicly announced. A meeting will then be arranged between the Chairman and the player, preferably prior to the next training session, to discuss the reason behind the player's omission from the team.

CONTRACT - DETAILS

Contract discussions will be conducted between CE of Sri Lanka Cricket and the player.

COMMUNICATIONS WITH SELECTORS

- (a) If a 'National' squad member wishes to discuss any general aspect of his cricket then he can address the issue with the selection committee. Sri Lanka Cricket has contact numbers for the selectors.

- (b) If a player wishes to specifically discuss his selection or non-selection or the player's future in the National team or the National Squad then the enquiry should be directed to the Selection committee. The procedure is for that player to ring & arrange a meeting with the selection committee. The committee is more than happy to meet with a player to discuss his selection prospects or squad membership etc. Whenever that player wishes to do so at any time.

COMMUNICATING SELECTION DECISIONS

Contracts

When players are added to or dropped from Sri Lanka Cricket contracts, they shall be notified first by the Chairman of Selectors of Sri Lanka Cricket. The Chairman of Selectors will explain the reasons for being omitted from the contract list.

This communication will always occur prior to the announcement of the contract list, unless exceptional circumstances arise.

Sri Lanka Cricket - Teams/Squads

When players are dropped from the Sri Lankan team or a squad, they will be advised by the Chairman of Selectors or his nominee, who will inform them of the reasons for their omission. Ideally, this will take place face-to-face but it is acknowledged that this will not always be possible.

When players are added to the Sri Lankan teams or squads, they will be contacted by Chairman of Selectors or a nominee to advise them of their selection and to discuss administrative matters.

This communication will always occur prior to the announcement of any team or squad, unless exceptional circumstances arise.

COMMUNICATION

SELECTORS

The selectors need to communicate regularly with the CE to ensure they speak with one voice on all team selection and player related issues.

COACH

The Chairman of Selectors will schedule monthly meetings with the Coach of the National Team to ensure the Selection Committee and the Coach is attuned to the team, individual players and related issues.

The Coach may be invited by the Chairman of Selectors to attend selection meetings. This discretion rests with the Chairman of Selectors in consultation with the other selectors/ CE

TEAM MANAGEMENT

As a minimum, the Selection Committee will be involved in bi-annual meetings with the management of the Sri Lankan Team (Coach and/or Captain) as well as the CE and higher authorities of Sri Lanka Cricket to review the period since the last meeting and to ensure the team is progressing towards its agreed long term goals.

At various stages it may be necessary to meet more often than bi-annually and this shall be determined by the CE as required.

If any goals need readjustment, they should be reset collectively at these meetings.

CAPTAIN(S)

The Selectors need to communicate regularly with the Captain(s) of the Sri Lankan teams to get their views on player and team performance, and their input towards team selection. Training sessions represent an opportunity for a selector to discuss these issues with the Captain.

The Captain(s) may be invited by the Chairman of Selectors to attend selection meetings. This discretion rests with the Chairman of Selectors.

PLAYERS

The Chairman of Selectors together with the selection committee, Coach and Captain, will Endeavour to meet with each player individually prior to the start of a season (at least twice per year) to explain their role in the team and the expectations of them.

One of the important duties of the selectors is to communicate honestly and regularly with players who may be coming towards the end of their careers. Players need to plan for life after cricket and prior notice of impending change may give them the opportunity to ensure their financial and personal situations are ready for retirement from the game.

Should always inform the players the stand taken by the panel of selectors and not his personal opinion.

MEDIA

All public comments by selectors shall conform to the guidelines set out in Sri Lanka Cricket.

The source of public comment on selection will be limited to the Chairman of Selectors or the selector on tour. With the permission of the Chairman of Selectors, another selector may deputize for him if it is appropriate he is more readily available.

All requests for public comment need to be channeled through Sri Lanka Cricket's Media & Public Relations Manager before any selector is able to talk to the media.

It should be noted that selectors are also subject to Sri Lanka Cricket's Code of Behavior, which contains a clause relating to "Detrimental Public Comment"

SRI LANKA CRICKET (HIGHER MANAGEMENT)

Communication between the selectors and Sri Lanka Cricket is mainly on an informal basis. Sri Lanka Cricket's CE may invite the Chairman of Selectors to address Sri Lanka Cricket Higher authorities at meetings to provide advice on the Selection Committee's position on issues and to answer questions.

These meetings should be held at least once per annum or as and when required

SRI LANKA CRICKET – STAFF

The Chairman of Selectors is required to communicate regularly with Sri Lanka Cricket's CEO to inform him about the intentions of the Selection Committee, particularly regarding long term selection policy, or major selection decisions which may attract significant public interest.

The CE will coordinate strategies in respect to dealing with major selection decisions or issues.

The Selectors need to liaise closely with Sri Lanka Cricket's CE in the course of discharging their duties. The Chairman will need to communicate regularly with Sri Lanka Cricket's CE on the subjects of team selection, domestic programming and playing conditions. Any travel and accommodation arrangements should be made through Sri Lanka Cricket's 'Head of Operations'

REPORTS

The Chairman of Selectors must provide written reports on the panel's activities to the CE of Sri Lanka Cricket monthly or as and when required.

PROFESSIONAL STANDARDS

Selectors are representatives of Sri Lanka Cricket and ambassadors for Sri Lanka Cricket. Selectors are expected to maintain the highest professional standards. In keeping with these standards, selectors are expected to:

- Dress appropriately when attending matches and/or meetings;
- Reply to invitations to attend lunches and other functions;
- Display control & professional standards at all times

Sri Lanka Cricket's professional standards include a policy of non-disclosure of confidential information gained during performances of duties with Sri Lanka Cricket.

All records, documents and other papers, together with any copies or extracts thereof, made or acquired by you in the performance of the selector's role, whether confidential or not, shall be the property of Sri Lanka Cricket and must be returned to Sri Lanka Cricket on the termination of your role.

"Confidential information" shall include all information which has been specifically designated as confidential by Sri Lanka Cricket and any information which relates to the commercial and financial activities of Sri Lanka Cricket, the unauthorized disclosure of which would embarrass, harm or prejudice Sri Lanka Cricket. It does not extend to information already in the public domain unless such information arrived there by unauthorized means.

Any changes to this policy should be recommended by the cricket committee and ratified by the sport Ministry.

NATIONAL SELECTIONS REPORTS ON DOMESTIC AND INTERNATIONAL CRICKET

Name of Tournament:			
Duration of Match & Dates			
Venue			
Teams			
Number of Wicket			
Times of watching	Day 1: _____	Day 2: _____	Day 3: _____
	Day 3: _____	Day 4: _____	
Comments on Good Batting Talent spotted			
Comments of Good Bowling Talent Spotted			
Comments on Good Allround Talent Spotted			
Any other comments			
Signature : _____		Names of the Selector: _____	