



## **TEAM SELECTION DISPUTE PREVENTION**

In order to reduce disputes over team selections, it is considered vital that every effort is made to ensure that selections are made fairly and without bias. It is also necessary to ensure that selection criterion is clearly defined

It is important to recognize that the aim of the selectors is to select the best team possible and with such intention there will always be some degree of subjectivity in the selection process.

Aspects such as future potential, variety of performances and unique development opportunities may be considered if such criteria had previously been established and applied reasonably by a competent selection panel. Likewise it is important to recognize that in a State as large as Western Australia it is totally unfair to place an onerous expectation on players based in remote locations to attend an unreasonable number of qualifying events.

When selecting players for a teams' event, it is reasonable to consider "team chemistry" in addition to a player's individual skill. When choosing between two equally capable players, leadership and experience are two criteria that can be considered as part of the overall assessment.

Bad luck is not sufficient reason in itself to exempt a player from established selection criteria. An injury is not necessarily an "unforeseen circumstance" that would allow a selection committee to make an exception to the rules. Injury may not be identified in the selection criteria as a discretionary factor in deciding team selection.

### **Steps in establishing the selection criteria:**

- **Background and Research**  
It is necessary to research relevant information such as minimum requirements to be member of the team and deadlines for selection.
- **Development**  
It is important to recognize and trust the competency and qualifications of members of the selection committee in setting criteria to select the best team possible despite the exceptional circumstances that may arise. The challenge is for them to put what they have in their heads onto paper so that selections can be fully justified.

- Validation  
Once a draft policy is selected it is important that it be tested against performance results and situations from previous years and then looking at what would have happened if such policy was in effect then. Would the proposed new policy have yielded the best team possible?
- Implementation  
It is important that players and their representatives are made aware of the selection criteria introduced and that such policy is clearly laid out and that it is understandable from an athlete's perspective.