

12. Pennant Competition - Management of Selection Process.

This function will be managed by two or more Chairpersons of Selectors, one for the men's, one for the ladies' and one for the Open competition, who will all be elected at the AGM. Each Chairperson will appoint a Selector for each of the divisions for which he/she is responsible, and the resulting panel will select teams for trial matches before the start of the pennant season. Thereafter members of each team will elect a second selector, and also a Team Manager.

Information from the Metropolitan Bowls Association concerning the Pennant Competition, particularly the Conditions of Play, should be advised to both Selectors and players.

The Chairperson of Selectors will ensure that the following rules are observed in relation to the selection process:

- The process must be transparent and provide for selection based primarily on merit, but consideration should also be given to player compatibility, team dynamics and player development. Sides should be selected to maximise performance and to achieve the best result possible.
- Never disrupt a successful four to bolster a struggling four – this will only cause dissatisfaction.
- Never fail to recognise potential or improved performance. Conversely, do not over-rate so-called experience if this is no longer supported by current performance.
- A player who misses a single match through illness or family commitments must be selected in his usual team and position upon his return. His replacement will be informed of this rule at the time and must indicate his acceptance of it.
- Players who are unavailable for longer periods will be treated on a case-by-case basis, but after an absence of 4 matches or more would usually be selected in a team one level down from their normal level.
- Skippers should be regularly consulted about player performance. Player promotion or demotion must not occur without input from the relevant skip. Barring exceptional circumstances, promotion or demotion should be limited to one team level. Affected players must be personally notified prior to posting of teams, and given the reasoning behind their promotion or demotion.
- Players who are promoted must be given at least 3 games at the higher level. Players who have been demoted may be returned to their normal team after a single match at the lower level, depending upon the circumstances facing the selectors.

- Members who are unavailable for pennant matches during the week MUST be given a game on Saturday. It might be necessary to rotate players to achieve this and normally such rotation would be limited to the teams in the lowest divisions. However as the season progresses selectors should consider the pennant prospects of all sides and where appropriate insulate those sides with genuine prospects from wholesale rotational changes.
- If a selector is promoted or demoted to another division for more than two weeks then he must forfeit his role as selector and be replaced by another player from the side he has left.
- When agreement cannot be reached on a selection matter, the Chairperson will arbitrate and make the final decision.

13. Chairperson of Selectors (CoS) responsibilities

The primary role of the chairperson is to ensure that selections for pennant matches are made in accordance with the above guidelines. The CoS is not a divisional selector and is therefore not directly involved in assembling pennant teams – rather, the CoS oversees selection meetings and provides advice as required, or opinions on individual bowlers if requested.

Prior to the start of the pre-season matches, the CoS must call a meeting of all members who have nominated for positions as selectors. The CoS will go through the responsibilities of selectors and only make appointments from those nominees who recognize and accept those responsibilities. The CoS will then provide the successful applicants with copies of the club's selection policy and ensure that the rules contained therein are fully understood and supported.

The CoS ensures that each team has a Team Manager who understands and accepts the responsibilities listed below.

The CoS posts team selections on the club noticeboard and keeps records of those selections. He ensures that within each team (other than the top team), a substitute player is identified who might be promoted at short notice to cover any unexpected absence in the team above.

The CoS allocates Duty Rink responsibilities to one team from each division for matches played at home and keeps records of those allocations to ensure that these duties are shared evenly as the season progresses.

The CoS (or his delegate) is also responsible for informing media outlets of selected teams, and later for the lodgment of Results sheets to Bowls SA.

14. Selectors' responsibilities

Before their appointment as selectors, members who have nominated for this position must accept and agree to enact the following responsibilities:

1. To follow the club's selection policy when choosing pennant teams.
2. To preserve the confidentiality of all discussions regarding team selection.
3. To regularly consult with their divisional skippers re player performance, especially in relation to any proposed demotion of players.
4. To personally contact any member who has been dropped to a lower team, explaining the reasoning behind that decision.
5. To be honest about their own performance in pennant matches.

Remember – regular communication will help to limit discontent among members about team selection.

15. Team Managers' responsibilities

Team managers should arrive at the club in good time, make any necessary changes to match cards, and ensure that Duty Rink tasks are being undertaken. Managers should greet their opposite numbers, organise the scorecards, with allocation of rinks and toss for the mat. Please also ascertain whether the visiting team contains the club president and if so pass the details to the Playford member responsible for the welcome speech.

After the match collect the scorecards, complete the results sheet and ensure both managers sign the form. The senior home team manager should collect the results sheets from all teams and ensure their transmission to the media and to Bowls SA.

16. Players' responsibilities.

Any player denoted as Sub (substitute) in the team selection list should be aware of the possibility of being asked to play at a different venue at short notice.

A pennant player who is unavailable for selection on any pennant game day should register his/her name and date/s of absence in the Unavailable Books.

Members are required to put their names in the Going Direct book when travelling direct to a venue.

Players must inform the Club as soon as possible if they are running late. Late is defined as the departure time indicated on the Selection Board. If this is not done and the duty selector organises another player in your place, that player will get a game - regardless of whether you turn up at the venue (either home or away).

Players will periodically be expected to perform Duty Rink tasks, which will involve either the setting up before, or clearing up after, pennant matches. These essential tasks will be shared between teams as the season progresses. The selection panel has the authority to penalise by demotion any player who is not willing to share in the execution of these duties.

17. Complaints.

Players with grievances re selection issues must not approach selectors on the day of pennant competition. Rather, any complaints (and/or requests) should be, in the first instance, referred to the team selector concerned, not earlier than the day following the match. If unresolved, both the player and the team selector together can then refer the issue to the Chairperson of Selectors. If the outcome is still unsatisfactory to the player, he/she should, in written form, direct their grievance to the Board of Management.

Players who withdraw their availability from pennant games due to perceived poor selection decisions should be aware of the following:

- the player is ineligible to play social bowls on the day of his/her decision, but becomes eligible to do so after one week;
- after a minimum 3 days cooling-off period (inclusive of the day of the decision) the Chair of Selectors must contact the player and discuss the matter. If the player persists with his/her decision to be unavailable, the Chair of Selectors will inform the player that their name will be added to the "Unavailable" list and remain there until such time as the player advises the Chair of Selectors that he/she is prepared to play as selected.