



**CRICKET**  
**SOUTH AFRICA**

## **National Pathway Selection Panels Policies, Procedures and Guidelines**

Version: Approved version by CSA Board

Date: 5 April 2022

Department: Cricket Services Department

## 1. Introduction and Purpose of selection policies and guidelines

As the national governing body for cricket in South Africa, Cricket South Africa (CSA) is responsible for managing and supporting South African representative teams and squads to ensure they achieve sustained international success. As such, CSA must ensure the management and governance of these teams and squads is of the highest standard, meets current best practice, and complies with regulatory and related requirements.

The effective functioning of the National Pathway Selection Panels (NPSP) is key to the success of our national teams, which in turn is vital to the success of cricket in South Africa.

The NPSP operates under the sponsorship of the National Convener of Selection and the selectors are expected to carry out their responsibilities with utmost integrity. They must always be free from any influence in fact and appearance in the performance of their duties. Selectors should not attempt to satisfy or account to anyone other than the Director of Cricket, Chief Executive and ultimately Board of Directors.

The pathway selection panels are appointed by the Director of Cricket and are independent committees in a strict sense. The Chief Executive and Director of Cricket must ensure that no person outside of the appointed committee can influence the selectors, the selection of any squad/team or the award of national player contracts. The annual national player contracts will be approved by the Board. The only framework and policies that guide the panels are contained in this document.

The purpose of this document is to set out the structure, policies and guidelines for the NPSP so that expectations and functioning of both the individual selectors and the NPSP is clearly understood.

## 2. Purpose

The purpose of this NPSP Policy, Procedures and Guidelines is to:

- a) Communicate clearly to stakeholders the principles that underpin the governance and management of the NPSP;
- b) Demonstrate clarity and transparency regarding key issues, such nomination and appointment process for the NPSP;
- c) Clarify roles and responsibilities of the NPSP;
- d) Clarify the rights and obligations of the NPSP to the Chief Executive, Director of Cricket, Cricket Committee and Board of CSA;
- e) Facilitate fair, balanced, equitable and supportive practices that maximise opportunities and success.
- f) Ensure that selection of players is based on merit and meets the objectives of the CSA policies.

### 3. Scope

The National Convener of Selection (*CSA Fulltime position*) will have an overseeing role in the selection policies and processes governing the NPSP. This Policy is applicable to NPSP and covers the pathway processes undertaken by the appointed selectors to select such a team or squad, including but not limited to:

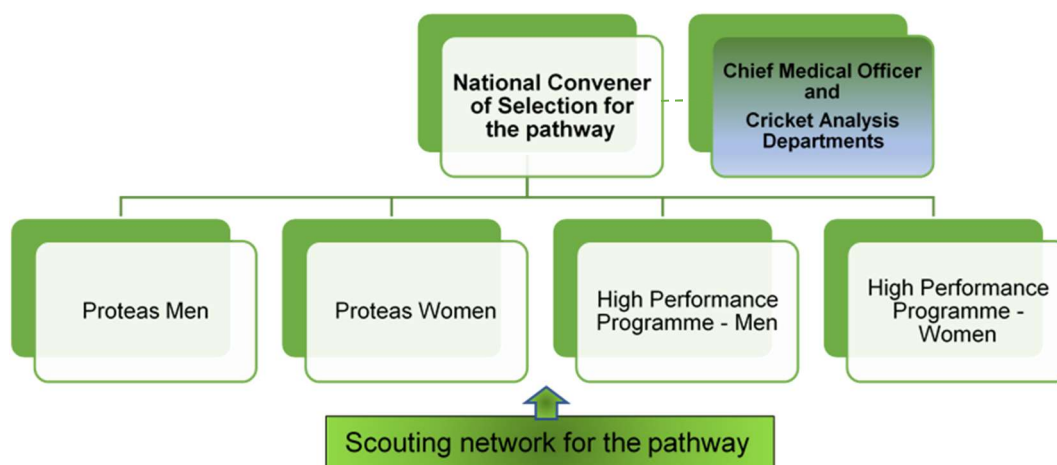
- a) Proteas Men and Women
- b) SA "A"
- c) High Performance Monitored Squad
- d) SA Emerging Men and Women (National Academy programme)
- e) SA U19 Men and Women
- f) CSA Cubs Week - identification and tracking of talent
- g) CSA U19 Boys and Girls Cricket Week – selection of the SA Schools and Colts squads
- h) CSA U16 Boys and Girls Cricket Week – identification and tracking of talent
- i) National and Regional Talent Acceleration Programme Camps for the U16 and 19 age groups

No player has the right to expect that they will be selected for any pathway squads because of their previous inclusion in any of the programmes outlined above.

### 4. Structure of the NPSP

The structure of the NPSP is aimed at ensuring that there is a seamless process of identification, monitoring, evaluation and support to the identified talent in the pathway. The roles of the Director of Cricket, National Convener of Selection for the Pathway and Chief Medical Officer have been introduced as part of the CSA pathway strategy with the intent of bringing efficiency in the identification and selection of performing representative pathway teams.

CSA committed to developing cricket systems that will enable the leading identified talent to perform at International level. Below is the operational structure of the National Convener of Selection for the Pathway:



Position	Role within the selection structure
National Convener of Selection (NCS)	<ul style="list-style-type: none"> <li>Has an overseeing role in the selection policies and processes governing the NPSP.</li> <li>Act as Convener of Selectors (chair) for the Proteas Men, SA “A” and High Performance Monitored Squad.</li> <li>Identify independent selectors for the pathway system through a consultative process and motivate to the Director of Cricket for appointments.</li> <li>Identify the talent scouts for the pathway system through a consultative process and motivate to the Director of Cricket for appointments.</li> <li>Oversee the induction of independent selectors and scouts.</li> </ul>
Chief Medical Officer (support)	<ul style="list-style-type: none"> <li>To provide the Director of Cricket and the National Convener of Selection (and the relevant selection panels) with an up to date “eligibility for selection” report (based on injury and conditioning status) of the NSP identified list of players (Men or Women), prior to its scheduled selection meetings.</li> <li>To ensure the “status” of all identified players are up to date and to check such with the relevant medical staff prior to compiling the “eligibility” list.</li> <li>To take responsibility for individual player eligibility and make the final decision on eligibility based on the presented medical specialist facts and opinions.</li> <li>To provide a “workload status” report, based on the injury, workload and conditioning status of the player and in consultation with the Team Medical Support Staff, make a recommendation to the Convener of Selection and the relevant Head Coach, regarding the management of those players, whom have been red flagged from a workload perspective.</li> </ul>

	<ul style="list-style-type: none"> <li>○ To request the National Selection Panels' Meeting Calendars in order to prepare for the above.</li> </ul>
<p>Cricket Analysis Department (support)</p>	<ul style="list-style-type: none"> <li>○ To provide intelligence to inform objective selection through statistics of form and historic performance.</li> <li>○ To influence the monitoring and development of identified elite talent.</li> <li>○ To influence the scouting process to include appropriate utilization of performance analysis.</li> <li>○ To support the PDPs (player development plans) of elite players by providing the trends that will influence the strengths and weaknesses.</li> <li>○ To prepare and present performance reports on identified players to the selection panel.</li> <li>○ Research and innovate World Cricket trends that will provide practical applicable insight in the game to influence selection.</li> <li>○ Interpretation, analysis and dissemination of performance data that aims to enhance the SA playing philosophy.</li> </ul>
<p>Role of the National Pathway Selection Panels</p>	<ul style="list-style-type: none"> <li>○ Independent Selectors to serve in the NPSP will be appointed by the Director of Cricket. Their role will include: <ul style="list-style-type: none"> <li><b><u>Proteas Men:</u></b> <ul style="list-style-type: none"> <li>○ On an annual basis, determine the nationally contracted players.</li> <li>○ Select the Protea squads in all three formats (Test, ODI and T20).</li> <li>○ Select the South African "A" squads in all three formats (Test, ODI and T20).</li> <li>○ Select squads for Talent Acceleration Camps.</li> <li>○ Select any other required national squads as directed by the CEO.</li> </ul> </li> <li><b><u>Proteas Women:</u></b> <ul style="list-style-type: none"> <li>○ On an annual basis, determine the nationally contracted players.</li> <li>○ Select the Protea squads in all two formats (ODI and T20).</li> <li>○ Select squads for Talent Acceleration Camps</li> </ul> </li> <li><b><u>High Performance Squad:</u></b> <ul style="list-style-type: none"> <li>○ Select the High Performance Monitored squads for all three formats (Test, ODI and T20).</li> <li>○ Monitor the performance progress against the set individual PDPs – reviewed quarterly.</li> </ul> </li> <li><b><u>High Performance Programme (National Academy - Men):</u></b> <ul style="list-style-type: none"> <li>○ On an annual basis, selection the National Academy squad.</li> <li>○ Select the National Emerging squads in all three formats (Test, ODI and T20).</li> <li>○ Monitor the performance progress against the set individual PDPs – reviewed quarterly.</li> </ul> </li> </ul> </li> </ul>

	<p><b><u>High Performance Programme (National Academy - Women):</u></b></p> <ul style="list-style-type: none"> <li>○ On an annual basis, selection the National Academy squad.</li> <li>○ Select the National Emerging squads in all two formats (ODI and T20).</li> <li>○ Monitor the performance progress against the set individual PDPs – reviewed quarterly.</li> </ul> <p><b><u>High Performance Programme (Men / Women – SA U19):</u></b></p> <ul style="list-style-type: none"> <li>○ Select the SA U19 squads in all two formats (ODI and T20).</li> <li>○ Select the SA Schools and Colts teams after the CSA U19 Age Group Weeks.</li> <li>○ Identify and track talent during the National and Regional Talent Acceleration Programme camps.</li> <li>○ Provide input and support for selection of the Regional Cubs teams.</li> </ul>
<p>Pathway Scouts – Professional Coaches, Senior Professional Cricketers (active and non-active) still in the domestic circuit, Talent Scouts for the various levels and nominated Independent Selectors</p>	<ul style="list-style-type: none"> <li>○ To work as an integral member of the scouting network in identifying players for the pathway system.</li> <li>○ To be responsible for identifying and reporting on the identified talented players in their designated area of jurisdiction.</li> <li>○ To attend scheduled scouting meetings with the National Convener of Selection for the Pathway and to prepare in advance of those meetings updates of all scouting activity and targeted identified talent.</li> <li>○ To project a professional image and always maintain an ambassadorial role for South African Cricket.</li> <li>○ To adhering to the Cricket South Africa’s policies and protocols.</li> <li>○ To maintain and submit accurate and detailed records of all matches attended and players scouted or monitored.</li> <li>○ To attend Child Protection/Safeguarding training as required by the CSA and adhere to all guidelines contained within the Child Protection/Safeguarding Child Protection Policy.</li> <li>○ To cover matches as directed by and agreed with the Convener of Selection for the Pathway.</li> </ul>
<p><b>Structure of the National Pathway Selection Panels</b></p>	
<p><b><u>Proteas Men:</u></b></p> <ul style="list-style-type: none"> <li>○ Convener of selectors to act as chairperson <i>(to be occupied by the National Convener of Selectors for the Pathway)</i></li> <li>○ Independent selector <i>(will act as convener of selectors for the National Academy and SA U19 programme)</i></li> <li>○ Head Coach</li> </ul>	

**Proteas Women:**

- Convener of selectors to act as chairperson (*the individual occupying this position will report to the Convener of Selectors for the Pathway*)
- One (1) Independent selectors
- Head Coach

**High Performance Monitored Squads for Men and Women):**

- Convener of selectors to act as chairperson (*the individual occupying this position will report to the Convener of Selectors for the Pathway*)
- One (1) Independent selectors
- Head Coach
- High Performance Manager / Technical Director

**High Performance Programme – Men and Women (SA “A” and National Academy)**

- Convener of selectors to act as chairperson (*this position will be occupied by the same individuals as per Proteas Men and Women selection panel*)
- Independent selector (*this position will be occupied by the same individuals as per Proteas Men and Women selection panel*)
- Programme Head Coach
- High Performance Manager / Technical Director

**High Performance Programme – Men and Women (SA U19)**

- Convener of selectors to act as chairperson (*this position will be occupied by the independent selector of the Proteas Men and Women selection panel*)
- Two (2) Independent selectors – appointed through a nomination and interview process.
- SA U19 Head Coach
- High Performance Manager / Technical Director

## 5. National or High-Performance Squad Selection Protocols

The selection of any National Team or High-Performance programme squads must be informed by the protocols stipulated in the CSA Player Injury, Workload and Conditioning Policies, Protocols and Guidelines document. Below are the protocols that will have to be followed prior to selection of any squad or team:

- a) The Convener of Selection must provide the CMO with a Calendar of NSP Selection meetings for all National Teams for the ensuing season.
- b) The Convener of Selection needs to inform the CMO at least a week in advance of an impending team selection.
- c) The CMO must provide an “eligibility for selection” and a workload status report based on the injury, workload and conditioning status of the NPSP identified list of

- players (List of 40 and 25 respectively) to the relevant selection panels at its scheduled selection meeting.
- d) Should a player not be “clear to play” and therefore not eligible for selection, at the time of the meeting, the NPSP can still select a player provisionally should there be a possibility that the player could recover providing he/she adheres to the provisions specified under section 6 of the protocol document. The CMO must provide continuous updates to the Convener of Selection on his/her progress as a Series or Tour approaches.
  - e) The CMO must in consultation with the Team Medical Support Staff, make a recommendation to the Convener of Selection and the Head Coach, regarding the management of those players that have been red flagged from a workload perspective.
  - f) It is thus essential for the CMO to be copied on all injury reports and workload management reports for the above-mentioned players and to note all these injury and workload reports in order, to give up to date and correct information to the selection panels.
  - g) The CMO will have the final say on the eligibility of a player, according to the CSA Return to Play (RTP) policy, for a match, series or Tour, based on his/her injury, workload and/or conditioning status at a time, when the team needs to be finalized.
  - h) The decision of the CMO will be informed by the specialist reports and his/her decision will be final as he/she will be held accountable for the decision.

## **6. Induction Session for all role players**

An induction is the process of introducing all key role players in the NPSP to the CSA / National Team culture and processes. The aim of an induction is to bring the key role players up to speed as quickly as possible, as well as making them feel comfortable and aware of their responsibilities.

The CSA National Convener of Selection for the Pathway will facilitate an induction session for the appointed selectors, not limited to:

- a) National Pathway Selection Panel Policies, Procedures and Guidelines
- b) South African Cricket Playing Philosophy (DNA of SA Cricket) by the Proteas Management Team.
- c) CSA Pathway strategies (including HP Programme), objectives and support facilitated by the Director of Cricket.
- d) CSA Transformation policies and objectives facilitated by the Transformation & Member Relations Executive.
- e) Eminent Persons Group (EPG) on Transformation in Sport facilitated by the Transformation & Member Relations Executive.
- f) CSA Media Policies, Guidelines and Protocols facilitated by the CSA Media and Communications department.
- g) Child Protection/Safeguarding policy facilitated by the National Coach Education department.



## 7. Conflict of interest

- a) All the NPSP members are required to declare any potential conflicts of interests to the National Convener of Selection for the Pathway.
- b) In relation to squad or team selection, where, in the opinion of the NPSP, an actual conflict of interest arises for any selector with respect to any player under consideration by the selection panel, then the selector to whom the conflict attaches will not take part in any exercise with respect to that player.
- c) Where a selector has a perceived, potential or actual conflict of interest, the selector must immediately notify the National Convener of Selection for the Pathway.
- d) Where a disclosure about a perceived, potential or actual conflict of interest is made to the National Convener of Selection for the Pathway, the National Convener of Selection of the Pathway may in the case of a perceived, potential or actual conflict of interest, authorise the selector to:
  - o Continue involvement in the selection process if an actual conflict does not materialize,
  - o Require the selector to cease taking part in the selection process, or
  - o Authorise the selector to continue involvement in the selection process but not take part in any exercise with respect to the relevant player.

## 8. Appointment of NPSP Members

The NPSP will be selected and appointed in accordance to the below framework, and formally approved by the Director of Cricket and Chief Executive:

- a) Applications for the positions of NPSP members will be called by CSA at least four weeks before the final date for submission of the nominations;
- b) CSA will notify all the relevant stakeholders responsible for a particular level of the Player Pathway and all previous incumbents who are suitably accredited, that nominations have been called.
- c) The call for nominations will include:
  - i. Position description.
  - ii. Selection criteria.
  - iii. Term of the appointment.
  - iv. Tentative calendar of events,
- d) All nominations must be submitted and verified and signed by the applicant's CSA Member representative.
- e) CSA will acknowledge the receipt of position nominations to all applicants.

The Nominations Committee for appointment of selectors will consist of the CSA National Convener of Selection for the Pathway, Head of Cricket Pathways, High-Performance Manager / Technical Director, Transformation Committee Chairperson (or their nominee) and one other suitably qualified person approved by the CSA Cricket Committee (such person will chair the Nominations Committee for appointment of NPSP).

The Nominations Committee for the appointment of NPSP will:

- a) Receive all applications for the advertised position and prepare a shortlist of nominations to be interviewed.
- b) Interview the shortlisted nominations, contact references, conduct Police and Child Protection checks.
- c) Once the recommendation from the Nominations Committee has been accepted by the Director of Cricket, they will then be ratified by the CSA Chief Executive and Board.

National Convener of Selection for the Pathway will contact the successful and unsuccessful applicants by phone. Feedback will be provided to the unsuccessful applicants and a record kept of that feedback.

Media release will be made after all applicants have been contacted, and CSA Members have been informed of the NPSP appointment.

CSA Director of Cricket will confirm the appointment of each official in writing and all successful applicants will be required to sign an agreement.

The NPSP Members must meet the following mandatory criteria:

- a) Be involved and / or understand the CSA Pathway system;
- b) Must have a known and proven track record in cricket selection processes;
- c) Meet any other requirements included in the position description;
- d) Be available to attend scheduled NPSP meetings.
- e) Be available to attend Pathway Programmes as required by the Convener of Selection for the Pathway
- f) The NPSP members can't serve in both the CSA Member selection panel NPSP (i.e. if he or she is already in a CSA Member selection panel and gets nominated for the NPSP, the incumbent will have to vacate the Member positions once he has successfully been appointed as a NPSP member.

Appointed NPSP will be required to sign an official agreement and comply with CSA's policies and procedures.

The NPSP will have total discretion within the selection parameters and must ensure that a team or squad has all playing positions, enabling the process to meet its desired program outcomes and strategies.

## **9. Principle Selection protocols**

The NPSP reports to the National Convener of Selection of the Pathway for all strategic and operational requirements. The individual selectors report to the Convener of Selectors for the level of the pathway.

All NPSP meetings and other logistical needs must follow CSA protocols and must be arranged by the CSA office. The CSA office contact person for the NPSP is the National Convener of Selection for the Pathway.

It is the responsibility of the NPSP members to ensure that they are fully aware of the CSA Media Policies, Guidelines and Protocols. All NPSP members must adhere to the media protocols which, inter-alia, state that the Convener of Selectors of each panel are the only authorised persons to comment on selection matters.

## 10. Team selection process/procedures

- a) The NPSP should meet prior to every series or tournament to select squads and thereafter may effect changes to the squad using electronic means (e.g. phone, e-mail, and sms).
- b) At his discretion and following consultation with fellow selectors, the Convener of Selection for the Pathway is entitled to invite any persons that he deems important to a meeting of the panel.
- c) Once a squad has been selected, replacements for injury or otherwise must be discussed and agreed by the NPSP (meeting in person not necessary).
- d) The Head Coach will be responsible to select the final starting XI for each match in consultation with the Assistant Coach and Captain. He will then inform the Convener of Selection for the Pathway about the starting XI in writing at least 24 hours in advance.
- e) The Convener of Selection for the Pathway will consider and ratify the starting XI against the cricket imperatives as well as compliance to the CSA policies before announcement is made to the starting XI.

### Prior to a selection meeting:

- a) Discuss and confirm the required squad numbers with the Convener of Selection for the Pathway for each tour as each tour will have different requirements based on the length and content of the tour.
- b) Obtain player stats from CSA statistician or relevant source of data for each of the formats.
- c) Obtain fitness and conditioning update reports on all players intended for selection from the Chief Medical Officer.
- d) Understand the Transformation strategy as well as the EPG projections and must obtain clarity from the Convener of Selection of the Pathway if uncertain.
- e) Understand the composition of squads as set out below:
  - i. For a home or away series – maximum of 15-player will be selected
  - ii. Motivation to exceed the contingent of 15 players, can only be approved by the Director of Cricket

After selection of squad(s):

- a) The NPSP - Chair of Selectors must forward the selected squad (including back-up players) to the Convener of Selection for the Pathway for review against strategic imperatives and policies. Any selections that fall outside the stated policies of CSA must be raised with the Director of Cricket, Chief Executive and Transformation & Member Relations.
- b) Players who are left out plus new players selected must be immediately contacted either by the NPSP - Chair of Selectors (to be decided during the meeting).
- c) The Convener of Selectors for the Pathway must inform the CSA office of players selected so that visa/travel/clothing and other necessary arrangements can be made. Cricket Operations must be informed of new players selected so that plans can be made to award National colours.
- d) The Convener of Selectors for the Pathway must send the final approved squad to the CSA media officer for the preparation of the appropriate media statement and release at the appointed time; and
- e) Thereafter, the Convener of Selectors for the Pathway (if required NPSP - Chair of Selectors) must be available for presser and/or media questions/queries.
- f) The timeframe between squad/team sign-off and the public announcement must be kept to an absolute minimum to limit the risk of leak of information.

## **11. NPSP general and other responsibilities**

- a) Understand and adhere to the directions received from the CSA office regarding selection requirements, deadline dates and process to be followed.
- b) NPSP members must regularly engage with network of scouts who are valuable resources in identifying and building the pathway identified talent.
- c) The NPSP will be required from time to time to consider requests from CSA office to release CSA Contracted Players to other countries, tournaments, competitions – which is outside of their CSA commitments; and
- d) In certain cases, the CSA office will urgently require a list of “prospective players” prior to a tour (for logistical reasons). The Convener of Selection for the Pathway will provide a preliminary list of names to CSA office prior to the selection committee meeting. Once the squad is agreed, the approved list must be submitted.

## **12. Guidelines of determining national / central contracted players**

- a) Consider all professional cricketers currently playing in South Africa domestic cricket system.
- b) The consideration of “player value” by selectors will be a continuous and ongoing discussion.
- c) Adhere to Transformation guidelines and imperatives (see below – annexure 1).
- d) Follow due process as agreed with the South African Cricket Association (SACA).
- e) Following the annual player ranking process, proposals must be presented to the CSA Board for approval (before 31 January each year) by the Convener of Selection for the Pathway and Director of Cricket.

- f) Once approved by the Board, players who are not re-contracted and the newly contracted players must be immediately contacted by the Convener of Selection for the Pathway, but by no later than 28 February each year (The Convener of Selection for the Pathway may use his discretion if he wishes to engage with players prior to him presenting to the Board).
- g) The Convener of Selection for the Pathway must communicate or counsel each player regarding any change to their ranking status (and therefore contract terms) from the previous year and ensure that this is done prior to the release of the CSA national contract squad. Once this communication process has been completed, then players will be presented with a new contract for signing.

### **13. Player Eligibility for National Selection (contracted and non-contracted players)**

It must be noted that this guideline is in line with the ICC Player Eligibility Guidelines for National Federations dated 12 April 2021. All national and domestic professional contracted players are eligible for selection for the Proteas, SA A, SA Emerging and SA U19 (Men and Women).

For a non-contract player to be eligible for selection for the Proteas, a player must be eligible under ICC regulations, be resident in South Africa and play, or be available to play for a South African team in the Domestic Professional competition immediately preceding the selection of the Proteas team or squad.

The below process will be expected to be followed by the non-contracted players:

- a) Inform the Director of Cricket and National of Convener for the Pathway in writing of their intent to be available for selection (be specific of the format and duration of selection availability).
- b) Commit to partake in a domestic professional competition of a format that they would like to represent the Proteas Men or Women's team.
- c) Agree to adhere to the fitness requirements as stipulated in the Fitness Standards for Professional Players protocols document before selection.
- d) When selected in the squad, avail themselves for a full duration of the tour (format specific).
- e) Agree to comply to all regulations, policies and procedures governing cricket in South Africa.

It will be the responsibility of the Director of Cricket and National of Convener for the Pathway to manage the integration of non-contracted players in the landscape of the National Team re-selection requirements.

### **14. Guidelines and the process to issue No Objection Certificates (NOCs)**

- a) Great care must be taken before releasing any domestic or national player to participate abroad. Accordingly, full and proper consultation with all relevant

- decision makers (including the Chief Executive) is required before a NOC can be issued.
- b) Any player request for NOC must be sent concurrently to:
    - the CSA Medical Committee chair (to assess workload and any injury/rehabilitation issues)
    - the Convener of National Selection for the Pathway.
    - the Team Management (i.e. the Team Manager and Head Coach); and
    - Director of Cricket
  - c) Once a player is cleared by the Medical Committee, the Convener of Selection for the Pathway and Team Management must consider the following factors:
    - The opportunity for player development.
    - Any CSA HP programme requirements.
    - Any domestic cricket requirements (including the CSA T20 League).
    - The risks of player fallout contributing to “Free Agency”.
  - d) In order to ensure full insight is obtained before making a decision, the relevant Team Management and Convener of Selection for the Pathway must include the following people in their deliberations:
    - The player (to ensure workload and injury status is fully considered with the player and the potential for any development is also fully explored).
    - The SA “A” and National Academy Head Coach (to ensure HP programme plans are considered) and
    - Director of Cricket (to consider CSA matters such as domestic competitions, sponsor contractual obligations, or any other issues like free agency risks).
  - e) Once the Team management and Convener of Selection for the Pathway makes their decision, the Convener of Selection for the Pathway must inform the Director of Cricket by email for record purposes.
  - f) Once the decision is finalized with the Chief Executive, the Director of Cricket will sign off. Thereafter the CSA Operations Manager will communicate with the player and attend to issuing the NOC and the related Release Letter.
  - g) Final sign off of the NOC is required from the CSA CEO.

## 15. Cost to be incurred by the NPSP members

While exercising their duties at home, selectors might incur certain personal expenses. Such expenses are claimable in accordance with the following SARS rates which could change from year to year:

- a) A daily consultancy fee will be paid to the NPSP members.
- b) When utilizing their own vehicle to travel, The CSA travel policy will be applied.
- c) A daily allowance will be provided if NPSP member spends the night away from home

The NPSP members must submit a proper claim on the standard CSA Expense Reimbursement Claim form, which will be provided by the Convener of Selection for the Pathway, by no later than the 15<sup>th</sup> of each month to be reimbursed in the same month.

## 16. Transformation Imperatives

For the purpose of this selection document, transformation is defined as a process describing the establishment of a sport system focused on the principles of:

- human capital development;
  - equitable resource distribution;
  - elimination of all inequalities;
  - increased access to participation opportunities;
  - skill and capability development at all levels and in all areas of activity;
  - empowerment of the individual;
  - respect for each other;
  - fair and just behaviour;
  - innovation to give South Africa a competitive edge in world sport;
- a) Transformation is a national strategic imperative in our country and is a fundamental tenet of the vision and strategy of Cricket South Africa. It is expected that the selection committee will play its role in ensuring that transformation is aggressively achieved at all levels without compromising the principle of selecting the best team based on current form and the pitch or game conditions.
- b) Where selection between two players is debatable and neither is a clear choice (e.g. both have similar track records and ability), where relevant, preference must be given to the player of colour.
- c) Special attention must be given to the development and the creation of opportunities to play black African cricketers at all levels.
- d) The target for all squads of 15 players must be such that the CSA Transformation targets are met.
- e) In the playing XI there should always be adherence to the CSA Transformation Policy (on-field targets) as well as EPG target projections as determined in Annexure A.
- f) Always have in mind the transformation imperatives as well as the EPG projections which are measured from January to December of each year. The following process has been put in place to ensure the attainment of set targets:
- The Cricket and Transformation committees to have a set agenda item on EPG targets progress report as a monitoring mechanism (the report will cover the tours that have taken place during the period of reporting).
- g) In measuring our transformation progress, the panel will be measured on a season average basis rather than on a match by match basis.

## 17. Reporting procedure

The NPSP reports to the Convener of Selection for the Pathway on all policy matters relating to the selection of teams and contracted players.

The NPSP reports via the Convener of Selection for the Pathway to the Director of Cricket for all strategic and operational requirements. Individual NPSP members report to the Convener of Selectors (chair of the panel).

All NPSP meetings and other logistical needs must follow CSA protocols and must be arranged by the CSA offices. The CSA office contact person for the NPSP is the Convener of Selection for the Pathway.

## **18. Effective Communication**

Experience has proven that the harmony achieved through effective communication with players is essential to the success of the team. It is the clear responsibility of the Convener of Selection for the Pathway to ensure that all aspects of communication that emanates from or relates to selection matters (i.e. between selectors, players, team management and the media) is effectively managed. Exercising foresight in such matters is an essential requirement to being successful in communicating effectively.

For the avoidance of doubt, it is the responsibility of the Convener of Selection of the Pathway (or his delegated authorized person) to ensure that all selection matters are effectively communicated to player(s).

## **19. Policy and Procedures updates and notifications**

All matters contained in National Pathway Selection Panel Policies, Procedures and Guidelines document can only be changed or updated by the CSA Board of Directors on the recommendation of the Cricket Committee of CSA.



Abbreviations

<b>CMO</b>	<b>Chief Medical Officer</b>
<b>EPG</b>	Eminent Persons Group
<b>HP</b>	High Performance
<b>NCS</b>	National Convener of Selection
<b>NPSP</b>	National Pathway Selection Panels
<b>NOC</b>	No Objection Certificate
<b>ODI</b>	One Day International (50 over format of the game)
<b>PDP</b>	Personal Development Plans
<b>T20</b>	20 over format of the game
<b>RTP</b>	Return to Play
<b>SACA</b>	South African Cricket Association
<b>SARS</b>	South African Revenue Service

