



# **CROQUET AUSTRALIA SELECTION POLICY**

July 2008

- Version 1: APPROVED by the ANNUAL GENERAL MEETING and the Executive Committee (4 March 2005)**
- Version 2: AMENDED by the Executive Committee (approved 10 July 2007)  
PUBLISHED — 12 July 2007; EFFECTIVE — 12 August 2007**
- Version 3: AMENDED by the Executive Committee (approved 6 July 2008)  
PUBLISHED — 8 July 2008; EFFECTIVE — 8 August 2008**

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## **1. Objectives**

- 1.1 To identify and select players for Australian representation.
- 1.2 To provide opportunities to continually improve the standard of Australian croquet amongst the elite and developing players in Australia.
- 1.3 To achieve the best possible results in international events, including the MacRobertson Shield, Trans-Tasman Test Series and World Championships (Association and Golf Croquet).

## **2. Croquet Australia By-Laws**

- 2.1 Croquet Australia's By-Law 27.5 provides for the establishment of a Selection Committee and the approval of the Selection Policy to be used by that Committee. This document is the Selection Policy approved by the Executive of Croquet Australia.

## **3. Selection Policy**

- 3.1 Croquet Australia's Executive and the Selectors wish to ensure that players are aware of the specific issues that the Selectors will look for in the application of this policy. Players are free to input into these policy settings. The Chairman of Selectors will regularly discuss these policy settings with players. Any changes proposed from these discussions will be referred to the Selection Committee and forwarded to the Executive for consideration. Players may also submit proposals to amend the policy direct to the Secretary of Croquet Australia.

## **4. Mandatory Requirements**

- 4.1 For a player to be eligible for selection to represent Australia in international events and to participate in national team, training and development squads the player shall meet the following requirements.
- 4.2 Residential Requirements
  - 4.2.1 Residential requirements for players to be selected for an international event are:
    - 4.2.1.1 The player was born within the jurisdiction of Australia, or
    - 4.2.1.2 either of the player's natural or adoptive parents was born within the jurisdiction of Australia, or
    - 4.2.1.3 the player has been a permanent resident of Australia for a period of 12 consecutive months immediately prior to the competition, or
    - 4.2.1.4 the player is a citizen of Australia, is entitled to hold a passport issued by Australia and has lived in Australia for 12 consecutive months prior to competition.
  - 4.2.2 In respect of 4.2.1.3 and 4.2.1.4 above,
    - 4.2.2.1 residence solely for the purpose of education at a school, college or university will not be included, and
    - 4.2.2.2 absences not exceeding 3 months relating to holidays, representative croquet tours or business will not be taken into account.

- 4.2.3 For the purposes of an international team, a player who has represented a country in a croquet event may not represent another country for which the player is qualified unless a period of 12 consecutive months has elapsed since the last appearance for the former country.
- 4.2.4 The Selectors may invite players who do not meet the residential requirements outlined in 4.2 to participate in national training and development squads.
- 4.2.5 If some events have specific residential requirements, such as the MacRobertson Shield, these requirements shall take precedence over any specific requirements outlined in this section.

#### 4.3 Other Mandatory Requirements

Players selected to represent Australia in an international event shall:

- 4.3.1 be affiliated to an association that is a member of Croquet Australia;
- 4.3.2 be the best players available for selection without consideration to costs involved, subject to the following:
- 4.3.3 for certain events as specified, the selectors may choose players considered to have good potential to promote the success of the particular event or as part of the development of the players;
- 4.3.4 Croquet Australia, where possible, shall assist those chosen to play on merit who would otherwise be unable to play due to the costs involved;
- 4.3.5 be a player in good standing with Croquet Australia and not under suspension by Croquet Australia for breaches of:
- 4.3.5.1 the Player Code of Behaviour approved by the Executive of Croquet Australia. The Code of Behaviour is outlined in Attachment "A". Breaches of this Code of Behaviour may result in expulsion from the Team and/or disqualification from selection for future teams or events for a period of up to 2 years, and,
- 4.3.5.2 Croquet Australia's Regulation 63 – *Anti-Doping Policy*, Regulation 65.3 – *Conduct of Players*, Regulation 66 - *Member Protection Policy*, or is disqualified under any section of this policy.

## 5. Squads/Teams and Events for Selection

5.1 The Selectors shall select players for Association Croquet and Golf Croquet:

- National Development Squads.
- National Squads, if any such squads are deemed necessary to be selected.
- National Teams with player numbers and reserves for the MacRobertson Shield, Trans-Tasman Tests and other team events, and,
- World Championship Tournaments and other individual events.
- Any other purpose.

5.2 Player Scholarships

- 5.2.1 Depending on the availability of funds, the Executive may from time to time award scholarships to selected players to play in major tournaments both in Australia and/or other countries.

- 5.2.2 The basis for selection and the number to be selected shall be determined by the Executive each year.
- 5.2.3 Selection of the players shall be made by the Selection Committee.
- 5.2.4 The aim shall be to extend the individual's playing experience with a view to future international representation.
- 5.2.5 Junior Scholarships may be awarded to players under 25 years of age and these may provide for the full cost of tournament entry fees, economy return airfares and a contribution towards accommodation expenses.
- 5.2.6 Senior Scholarships may provide for tournament entry fees and up to 60% of economy return airfare costs.
- 5.3 The Selection Committee may add players to a National Squad or National Team at any stage, subject to those players satisfying the relevant selection criteria.
- 5.4 Croquet Australia shall ensure that players are informed of the timing of the selection of teams and/or squads. This timing shall depend upon the particular circumstances of the event. However in general terms, it is expected that teams would be selected at least 3 months prior to the event and squads between 6 and 12 months prior. Subject to funding, longer term development squads may also be established and be subject to ongoing review by the Selection Committee.

## **6. Process of Selection**

### **6.1 Mandatory elements**

- 6.1.1 Mandatory player residential and other requirements for selection outlined in Section 4 cannot be waived by the Selectors. Players not meeting any of these criteria cannot be selected to represent Australia.
- 6.1.2 Any player who accepts an invitation issued by Croquet Australia for an international event and fails to play in that event without good reason shall not be considered for selection in any international event for at least the next 12 months. If a player is unable to play in an event that the player has been selected for, both the Selectors and the individual player involved should resolve this immediately. If the Selectors, after considering the facts, do not believe that good reason has been shown, the player is not eligible to be selected to represent Australia for the period determined by the Selectors. The player may appeal this decision under the appeals processes detailed in Section 9 below.

### **6.2 Playing Performance**

- 6.2.1 Selection of players to represent Australia will be based on playing performance during International and National events. State and other events, with good representation of players who compete at Interstate Cup level, may also be used by the Selectors. The Selectors may specify other events that may also be included in the assessment of individual player performances. Players need to be conscious of the timeframes specified in 6.2.3 to ensure that they participate in events that will be considered by the Selectors.
- 6.2.2 Selectors may publicly specify that players' performances in a set of specific events shall be a contributing factor in the process of selection.

- 6.2.3 The Selectors will normally only consider events that have been conducted in the last 12 months, unless the Selectors otherwise specify.
- 6.2.4 Players' performances will be assessed on match results against other players both in singles and doubles games. Selectors may take into account the latest national and international rankings in the selection process.
- 6.2.5 The following criteria (applying to both Association and Golf Croquet unless otherwise specified) will also be used to assess player performance:
- success rate of triple peeling, including delayed triple peeling (Association Croquet only),
  - a high level of roqueting ability,
  - a low percentage of unforced errors in match play,
  - tactical knowledge,
  - tactical knowledge in advanced play and pegged out games (Association Croquet only),
  - successful doubles play,
  - a good knowledge of the Laws,
  - performance under pressure,
- 6.2.6 A Player's Refereeing qualifications may be considered as part of the overall player's performance.

### 6.3 Other Player Issues

- 6.3.1 The Selectors will evaluate players against the following criteria:
- attitude to officials, tournament managers, referees, team managers, team coaches and other players,
  - compatibility with, and support of, squad/team members,
  - willingness to assist the team coach in developing a working relationship with the team to promote a responsible attitude, commitment, trust, competence, respect, safety, honesty, professionalism, equity and sportsmanship among team members,
  - consideration as a good ambassador for the sport, Croquet Australia and the Country,
  - adherence to National Squad training protocols as specified in writing by the national squad/team coach (including mental skills, tactical skills, physical skills, nutrition guidelines and appropriate fitness levels),
  - physical fitness covering strength, flexibility and endurance as assessed by the national squad/team coach,
- 6.3.2 Any issues that arise concerning a player's performance under this heading will only be taken into account where those issues arose within the last 2 years, unless the player concerned has been advised by the selectors of issues that go back beyond this timeframe.

### 6.4 Counselling Process

- 6.4.1 Players should be made aware of issues, in terms of 6.3 above which may affect their chances of selection to represent Australia.
- 6.4.2 To ensure players are aware of these issues and to provide the opportunity for players to discuss them with Selectors; the Chairperson of the Selection Committee, or the Chairperson's delegate, will be responsible for liaising with players in any National squad and other players in contention for selection.

6.4.3 The Selectors will only consider issues that fall within the timeframe covered by 6.2.3 and 6.3.2 above.

6.4.4 Issues discussed with players shall be documented. Players will be provided with a copy of this document. Preferably this will be an agreed record of discussion between the Chairperson of Selectors, or the Chairperson's delegate, and the player concerned. If any dispute arises concerning this record of discussion the Chairperson of the Selection Committee shall attempt to resolve this. If the issue is not resolved in one month the record of discussion prepared by the Chairperson, or the Chairperson's delegate, will become the record for purposes of the Selection Committee.

## 6.5 Extenuating circumstances

6.5.1 In considering the performance of players at events, trials, training camps or other attendances required under this policy, the Selection Committee may give weight to extenuating factors.

6.5.2 Players unable to compete at events, trials, training camps or other attendances required under this policy shall advise the national team coach in writing of this fact and the reasons thereof before the commencement of the events, trials, training camps or other attendance required under this policy.

6.5.3 In the case of illness or injury, players may be required to undergo a medical examination by a doctor or doctors nominated by Croquet Australia.

6.5.4 In the case of bereavement, equipment failure, travel delays or other extenuating circumstance, a decision will be made by the Selection Committee on an individual basis.

## 6.6 Replacement of a Selected Injured Player

6.6.1 If a player is injured the Selectors may determine a standard of fitness to be met by that player. If the player is unable to meet that standard the Selection Committee in consultation with the national team coach may select a replacement player.

6.6.2 A replacement player for an Australian Team on tour will be selected by the team coach after consultation with any members of the Selection Committee or the Executive of Croquet Australia that may be present or contactable.

## 6.7 Removal of a Player from a Squad

6.7.1 Any player is ineligible for continued membership of the National Squad or National Team as the case may be who:

- breaches or fails to observe this policy;
- by reason of illness or injury is unable to perform to the required standard in the opinion of the Selection Committee;
- breaches or fails to fulfil a requirement of the anti-doping policy of Croquet Australia;
- breaches or fails to observe the National Squad/Team agreement;
- fails to adhere to the specified training program

# 7 Selection Time Frames

7.1 Selection in a National Development Squad will be announced after the Interstate Cup (Association Croquet) or Interstate Shield (Golf Croquet).

- 7.2 Selection timeframes for any National Squad or National Team are outlined in Section 5.4.
- 7.3 Selection timeframes for International individual events will be determined by the Selectors, taking into account the closing date of entries for the event and the desirability to provide sufficient time for selected players to prepare for the event.

## **8 Requirements for Selection Consideration**

- 8.1 Players wishing to be considered for selection to represent Australia, whether in a team or individual capacity should be fully conversant with the following documents:
- Croquet Australia's By-Laws covering the Selection Committee
  - Current Selection Policy, including the Code of Behaviour (Attachment "A")
  - Member Protection Policy
  - Anti-doping Code
  - Application Form (Attachment "B")
  - Indemnity Form to be completed by players (Attachment "C")
  - Funding provided by the ACA (Attachment "D")
  - National Team/Squad/Individual player agreement to be completed between players and Croquet Australia

Croquet Australia's By-Laws, Selection, Member Protection and Anti-Doping policies are available on the ACA's Web site at: <http://www.croquet-australia.com.au/>  
The documentation can also be obtained from the Secretary of Croquet Australia or the Chairman of Selectors

- 8.2 All players offered a position in a National Squad (development or team) or selected to represent Australia will be provided with the information contained in Section 8.1 and are required to:
- complete and sign an Application Form (Attachment "B") and Indemnity Form (Attachment "C"),
  - sign the National Team/Squad/Individual player agreement, and
  - acknowledge in writing that they have been provided with the documentation in 8.1 and have read, understood and agreed to abide by the conditions of these documents.

and return these forms to the Secretary of Croquet Australia by the date specified in the Application Form.

## **9 Appeals**

- 9.1 Croquet Australia's Appeal Panel (Panel) shall hear or determine any appeal on a player's:
- non-selection in any National Development/Training or Team Squad, or,
  - non-selection to represent Australia in events conducted by the World Croquet Federation where Australia is represented at those events, or
  - removal of a player from any National Development/Training or Team Squad, or
  - withdrawal of Croquet Australia's endorsement for a player to represent Australia in an individual event, including where good reason has not been shown for not playing in an event as outlined in Paragraph 6.1.2.
- 9.2 The Chairman of the Panel shall determine if an appeal will be heard by the panel at a formal hearing or will be determined by the Panel without a formal hearing.

- 9.3 There is no right of appeal against any decision made by the Selection Committee in respect of:
- Process of Selection – *Other Player Issues* (see 6.3 above), provided that the Counselling process covered in 6.4 above has been followed, or,
  - Replacement players (see 6.6 above).
- 9.4 Any appeal by a player under this Section must be made to the Panel through the Secretary of Croquet Australia.
- 9.5 Any appeal must accord with the following procedure:
- The appellant must give written notice of their appeal to the Secretary of Croquet Australia within 5 days of the announcement of the team on Croquet Australia's website.
  - Within 7 days of the Selection Committee providing a summary of the reasons for non selection to the appellant, the appellant shall submit their grounds for the appeal in writing to the Secretary of Croquet Australia.
  - The appellant shall pay an amount of \$750 to Croquet Australia if a formal hearing will be held by the Panel or \$250 if the Panel will determine the appeal. The amount shall be paid to the Secretary of Croquet Australia within 7 days of the Chairman of the Panel determining how the Appeal will be dealt with in terms of Section 9.2. The amount paid will be refunded in full if the Panel refers the appeal back to the Selection Committee.
- 9.6 The Panel shall comprise the following persons appointed by the Executive of Croquet Australia:
- A barrister or solicitor who shall act as chairperson.
  - A person with a thorough knowledge of elite croquet and who preferably has had recent international competition croquet experience.
  - One other person of experience and skills suitable to the function of the Panel.
- 9.7 No person is eligible to be appointed to the Panel if that person is a member of Croquet Australia's Executive or Selection Committee or by reason of their relationship with the appellant or any member of the Executive or Selection Committee that may be seen as rendering that person as other than impartial in the consideration of the appeal.
- 9.8 The Chairperson of the Panel shall convene a hearing or arrange for the Panel to determine the appeal as soon as possible after the submission of the grounds of appeal. The hearing or determination may be dealt with in such manner as the Chairperson decides, including the use of telephone, video conferencing, e-mail or such other medium as agreed by the Panel.
- 9.9 The Panel may dismiss an appeal or refer the issue back to the Selection Committee for reconsideration. If the matter is referred back to the Selection Committee, the Committee will consider the Panel's reasons for the referral when reconsidering their decision. The decision of the Selection Committee shall be final and no further appeal can be considered.
- 9.10 The Panel is not bound by the rules of evidence but must observe the principles of procedural fairness. The Panel may obtain information from any player likely to be disadvantaged by its decision.
- 9.11 No party to the appeal shall be legally represented except where the Panel believes that legal representation is warranted in the case of complex legal issues. However, written submissions may be made to the Panel by the legal representatives of the appellant or the Selection Committee.

- 9.12 Prior to the hearing, the Selection Committee shall provide to the Panel and the appellant a written statement of the reasons for the decision against which appeal is being made.
- 9.13 The Panel shall give its decision as soon as practicable after the hearing and shall provide the Secretary of Croquet Australia and the appellant with a statement of the reasons for its decision.
- 9.14 Failure to observe the time limits in 9.5 above will render any appeal a nullity, provided that a player may apply to the Panel to hear the appeal in question, for an extension of time in which to lodge the written grounds for appeal. Any extension of time shall only be granted in extenuating circumstances outside the control of the player concerned.

## **10 Amendments to this Policy**

- 10.1 This policy may be amended in accordance with By-Law 27.5.2. Any amendment to the policy shall be effective 1 month from the date of publication of that amendment.

## Attachment “A” - Player Code of Behaviour

### PLAYER CODE OF BEHAVIOUR

Sport has an important place in the lives of many Australians. We participate for different reasons, from social interaction to serious competition, but for some it all gets a little too serious.

Everyone involved in sport has the right to participate in a safe and supportive environment. Sometimes players, coaches, spectators and parents, get over zealous and spoil the experience for others. They need to be reminded that there are appropriate forms of behaviour when involved in sport.

Croquet Australia is keen to have strong Codes of Conduct in place and to actively encourage players and officials Australia-wide to abide by them. Croquet Australia is also striving to build an environment of inclusiveness where we look to welcome and encourage our members to achieve positive outcomes.

Competitive sport by its very nature produces stresses and tensions between players that can produce unacceptable behaviour. The will to win instinct needed for success can easily turn to disrespect of opponents and officials. In croquet where we play mostly singles, we have little experience in the giving and taking required in doubles and team play. We can, once or a few times a year, go from singles adversaries to doubles partners, individuals to pennant and state team members, state team rivals to Australian teammates. But it is still very much an individualistic sport.

We bring to the sport our greatest asset – our individuality. We bring different views of the world and different experiences. We have different needs and aspirations; and we express these needs differently and some not at all. So it is not unexpected that in any grouping of players there will be things we say and do that will annoy others and vice versa.

In team sports selectors, coaches and officials are looking to combine individual talents to build a team. Within this team individuals shall not only be expected to respect each other, but also work together so that each individual's skills are enhanced in a positive encouraging environment.

- Play by the rules.
- Never argue with an official. If you disagree, have your captain, coach or manager approach the official during a break or after the competition.
- Control your temper. Verbal abuse of officials and sledging other players, deliberately distracting or provoking an opponent are not acceptable or permitted behaviours in any sport.
- Work equally hard for yourself and/or your team. Your team's performance will benefit, so will you.
- Actively support and encourage team members and assist the team coach in developing a working relationship in the team so as to promote a responsible attitude, commitment, trust, competence, respect, safety, honesty, professionalism, equity and sportsmanship among team members.
- Be a good sport. Applaud all good plays whether they are made by your team or the opposition.

- Treat all participants in your sport as you like to be treated. Do not bully or take unfair advantage of another competitor.
- Cooperate with your coach, team mates and opponents. Without them there would be no competition.
- Remember, you set an example. Your behaviour and comments should be positive and supportive.
- Participate for your own enjoyment and benefit, not just to please parents and coaches.
- Respect the rights, dignity and worth of all participants regardless of their gender, ability, cultural background or religion.
- Selected players shall not comment on team selection or team members.

Croquet Australia is concerned that any unacceptable behaviour outlined above would seriously affect our sport and prevent the high standard of play we are striving to promote. We wish to inform you that we will take a strong stance on behavioural issues.

The Selection Committee wants to be inclusive and encourages everyone to start afresh in helping us build a supportive environment. To this end we will discuss with all players in the Development and Team squads issues arising from the Selection Policy and the discussions will be held in terms of that policy document.

So be a winner – be positive and help us build a better croquet-playing environment.

## Attachment "B" - APPLICATION FORM

I,

	Full Name
	Street Address
	Suburb, State, Post Code
	Telephone Number
	Email Address

accept my selection in \_\_\_\_\_

I acknowledge that:

- 1 I have been provided with a copy of the current published Croquet Australia's:
  - i. Selection Policy dated \_\_\_\_\_
  - ii. Member Protection Policy dated \_\_\_\_\_
  - iii. Anti Doping Code dated \_\_\_\_\_
  - iv. National Team/Squad/Individual Agreement dated \_\_\_\_\_
- 2 I acknowledge that I have read, understood and agree to abide by the terms and conditions of the documents contained in 1 above and attach the signed copy of the Team/Squad/Individual agreement.
- 3 I specifically agree that in the case of any appeal, I will follow the appeals procedure set out in the Selection Policy and will not pursue any action in the Civil Courts in relation to selection.
- 4 There may be some personal expense involved in attending the camps and competitions as outlined in the selection policy.
- 5 I confirm that I meet the requirements to represent Australia outlined in Section 4 of the Selection Policy.

Player's signature \_\_\_\_\_

Date \_\_\_\_\_

Player's date of birth \_\_\_\_\_

Please return this form to the Secretary of Croquet Australia when completed together with your signed Player Agreement by \_\_\_\_\_

## Attachment “C” - INDEMNITY FORM

Having been selected by Croquet Australia to represent Australia in the \_\_\_\_\_ to be played in \_\_\_\_\_, I hereby exonerate Croquet Australia from liability in respect of death, injury, or sickness and from liabilities for expenses of any kind incurred by me during the Tournament.

I authorise the manager to obtain for me any medical assistance when deemed necessary should an accident or illness occur and agree to make arrangements for the payment of all medical expenses myself.

[FOR PLAYERS UNDER 18 YEARS OF AGE

As a parent/guardian of \_\_\_\_\_, I hereby give my consent for him/her to participate in the above event and agree to delegate my authority to the manager involved. The manager may take whatever disciplinary action is deemed necessary to ensure the safety, well-being and successful conduct of the team, or individually, in the above mentioned activity.]

I submit the attached medical information and include all relevant details.

Signed \_\_\_\_\_

Date \_\_\_\_\_

### MEDICAL INFORMATION

Date of Birth \_\_\_\_\_

#### ANY RELEVANT INFORMATION

1. Hearing	
2. Respiratory	
3. Allergies	
4. Travel sickness	
5. Blood pressure	
6. Drugs required – see Anti-Doping Policy	
7. Drug reaction	
8. Medi-alert bracelet	
9. Any other information	
10. Emergency contact / next of kin	Name
	Address
	Phone (H) (W)
11. Other	

## **Attachment “D” - Funding Provided by Croquet Australia**

### **Australian Representative Teams**

It is not possible to provide a definitive list of what will be supplied/paid for by Croquet Australia as this is likely to change over time depending upon the level of sponsorship and Government support. However, it is expected that subject to the availability of funds Croquet Australia will provide for Team Members:

- 1.1 "gold" lapel bar with the name of the event, and Croquet Australia's badge, unless the badge has already been presented to the player;
- 1.2 60% of the economy air fare from the capital city of the player's home state to the departure point from Australia and to the country of destination and return;
- 1.3 assistance to meet travelling costs between the player's town of residence and the capital city, where the player lives outside the capital city;
- 1.4 travel costs between overseas venues;
- 1.5 travel tax in Australia, any intermediate country where a stop-over is necessary and the country where the event is to take place;
- 1.6 accommodation on a shared basis, this would usually be a separate bedroom for each player in an apartment and sharing facilities;
- 1.7 transport between the accommodation and the venue;
- 1.8 three "Croquet Australia" shirts. If players already have shirts from a recent event, additional shirts may not be provided. Arrangements will be made for players to purchase additional shirts at cost price;
- 1.9 uniform hatbands and or caps;
- 1.10 uniform tie for men;
- 1.11 any official mementos to be given to the opposing players e.g. key rings, badges etc.

### **Provided by Players**

Players are required to provide the following at their own expense:

- 2.1 blazer and any embroidery together with team 'walking-out' uniform – see Regulation 57.1.1;
- 2.2 general living expenses on tour e.g. meals, sightseeing etc;
- 2.3 approved tracksuit;
- 2.4 mallet and appropriate cover for travel;
- 2.5 sports attire, appropriate footwear and hat – see Regulation 57.1.2;
- 2.6 suitable protection from the weather e.g. wet weather gear and sunscreen.

### **Individual Events**

For players selected by Croquet Australia for other events Croquet Australia shall provide details of the funding available for each event, at the time of selection.

### **Other Events**

Croquet Australia will not normally provide funding for individuals or teams to participate in events where the Australian Selectors have not selected those participants.