



# BNJCA Policy and Procedures

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## Introduction to BNJCA Policy & Procedures Documentation

The Brisbane North Junior Cricket Association (BNJCA) exists to provide opportunities for young people living in north metropolitan Brisbane to play the game of cricket. Brisbane North is one of the largest junior cricket nurseries anywhere in the world and there are many junior cricket clubs. All of these clubs affiliate to the BNJCA to enable their young players to participate in an organised junior cricket competition.

The history of our organisation traces back to 1972 when there was no organized competition for junior cricketers. Around this time, Cec Anstey, a member of Toombul District Cricket Club, started canvassing the idea of organized cricket for juniors with fellow member, Errold La Frantz.

Coincidentally, around this time, Cliff Christensen from North Star Sports Club wrote to Queensland Cricket inquiring about a junior cricket competition. He was directed to the Toombul Cricket Club where he, Cec Anstey and Errold La Frantz conceived the notion of an organized junior cricket competition.

A lot of has changed over the past thirty years. In season 1972/1973 in the Toombul Junior Cricket competition there were 15 Clubs with 33 teams with age groups, Under 10, Under 12, Under 14 and Open. During the 1973/1974 season, the Brisbane Junior Cricket Association and the Queensland Junior Cricket Association (QJC) were formed.

In season 1974/1975, the Toombul group became Zone 1 and Valley/Norths Zone 2 commenced. The three men at the helm of Zone 2 were Rae Finlayson, Roger Harris and Laurie Harvey. In season 1997/98, a restructure took place in North Brisbane when Zone 1 and Zone 2 merged to form the Brisbane North Junior Cricket Association.

Nowadays, thousands of children in hundreds of clubs participate in organized local cricket competitions throughout Queensland. Every year, intra-state age championships and development carnivals are held in different locations to enable young cricketers to learn more about their sport and meet new people.

The BNJCA undertakes many tasks on behalf of its affiliated clubs. The information contained in this document is designed to explain some of those things to you. It is simply a 'snapshot' to give you an idea of what we do. We would be pleased to provide more information - just ask any of our Management Committee members.

On behalf of the  
BNJCA Management Committee  
March 2010



# BNJCA Policy and Procedures

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## Section I – Overview

### Table of Contents

<b>1. Governance and Operations</b>	
1.1 Structure	3
1.2 Constitution	3
1.3 Management Committee	3
1.4 Key Tasks	4
<b>2. The BNJCA competition</b>	
2.1 Grounds	5
2.2 Sign on	6
2.3 Registering teams and plays (insurance coverage)	6
2.4 Player eligibility	6
2.5 The draw process	6
2.6 Rules	7
2.7 The ‘Allrounder’ magazine	7
2.8 Recording game results	8
2.9 Awards	
2.9.1 Player of the Round	8
2.9.2 Spirit of Cricket	9
2.9.3 Annual presentation	9
2.10 Managing Disputes and Discipline	10
<b>3. Representative Cricket</b>	
3.1 Process Overview	11
3.2 Nominating BNJCA teams for championships & carnivals	12
3.3 Inviting clubs to nominate players to attend selection trials	12
3.4 Facilitating selection trials	13
3.5 Selecting teams (and notifying players)	13
3.6 Appointing coaches, managers and scorers	14
3.7 Organising travel and calculating costs	14
3.8 Representative players cap presentation	14
3.9 Providing reports	15
3.10 Representative calendar	15
<b>4. Providing Assistance to Clubs</b>	16

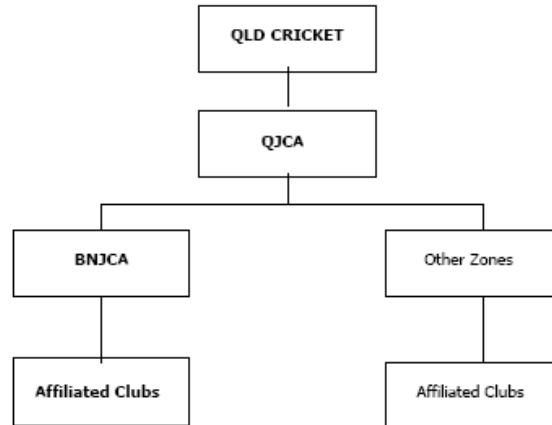


# BNJCA Policy and Procedures

## 1. Governance and Operations

### 1.1. Structure

The Brisbane North Junior Cricket Association is part of a much broader Queensland Cricket (QC) structure (see diagram).



### 1.2. Constitution

The Brisbane North Junior Cricket Association is an incorporated association governed by a Constitution. (available in full on our website: [www.bnjca.org.au](http://www.bnjca.org.au) ) The objects of the Constitution are:

- To encourage youths to play the game of cricket.
- To promote the game of cricket in North Brisbane and its environs and later herein defined at a Junior level, subject to its responsibility to QC.
- To advance the interests of junior cricket in Queensland.
- To arrange, control and manage intrastate and other cricket matches in North Brisbane at a junior level, and/or to cooperate with other bodies in so doing, subject to its responsibility to the QC and consequently to Cricket Australia.
- To do all such things as are conducive or incidental to the attainment of the above mentioned objects or any of them.

### 1.3. Management Committee

The BNJCA has a Management Committee which is elected at the Annual General Meeting and in line with its Constitution consists of the following positions-

- President;
- Vice-President;
- Secretary;
- Treasurer;
- and 3 Committee Members



# BNJCA Policy and Procedures

---

The Constitution outlines the rules pertaining to the Management Committee. For example, eligibility for election is dependent on a person being nominated by a club or other organisation which is affiliated with the Association, or being a life member of the Association.

The Management Committee 'manages' the business of the Association in line with the Constitution and in the interests of affiliated clubs. It appoints sub-committees for various tasks (e.g. to oversee the rules and conduct the draw process). The Committee is also responsible for managing the Association's finances and prepares an annual budget for presentation and ratification by affiliated clubs in April or May each year. The Committee is also responsible for ensuring its finances are audited, and appoints auditors, currently (in 2009-10) Skaines, Reeves and Jones, P.O. Box 418, Strathpine.

The Management Committee meets on the 2nd last Monday of each month from January through to and including November. In addition, a meeting of Delegates from all affiliated clubs is held on the last Monday of each month, except April, May and December.

## 1.4. Key Tasks

The BNJCA fulfils the objects of its Constitution on a practical basis by:

- **Organising the BNJCA competition on behalf of affiliated clubs**
  - registering teams with QC
  - organising grounds
  - conducting the draw
  - managing the competition
  - managing Disputes and Discipline process
- **Facilitating junior cricket representative opportunities for players in affiliated clubs**
  - organising teams
  - selecting players and officials
  - overseeing travel
  - accommodation
- **Providing affiliated clubs with assistance for facility and player development**
  - grants
  - coaching clinics
  - training forums

On the following pages, details are provided of all of these aspects.



# BNJCA Policy and Procedures

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## 2. The BNJCA competition

There are a myriad of tasks undertaken every season to ensure there is a well organised junior cricket competition for affiliated clubs. Whilst the BNJCA Management Committee guides this process, it is truly a team effort with volunteers from clubs providing time and expertise. The following provides a window into the operations of the Association's Management Committee in facilitating the annual competition.

### 2.1. Grounds

Without grounds to play on there would be no junior cricket. Throughout the BNJCA catchment there are many council and school grounds. Each year, the BNJCA 'aligns' these grounds to affiliated clubs based on the location and number of grounds needed by a club for its junior teams.

These "aligned" school and council grounds are in addition to those grounds for which clubs have a direct association through leasing, licences or their senior clubs.

In July the BNJCA Draw Chairman provides affiliated clubs with a list of their 'aligned' grounds from the previous season. Clubs are asked to report back to the Draw Chairman within a month regarding the condition and age group suitability of these grounds for the forthcoming season. A form for this purpose is included in **Section IV**.

Clubs are expected to report back on the availability of their 'aligned' grounds at the August delegates meeting. This is a vital part of the pre-season process and ensures games are not allocated to grounds in disrepair. A list of aligned grounds is included in **Section V**.

In addition to this process and prior to the commencement of each season, the BNJCA Secretary writes to every school which has a junior cricket ground seeking the school's permission for the BNJCA to use that ground during the forthcoming season.

Occasionally, a school will seek payment for use of their ground. In this situation, the BNJCA alerts the club to which the ground is 'aligned'. If the ground is definitely needed for the season, the Draw Chairman may contact the Regional Director of Education and request a waiver of the fees. If the ground is not needed, it will not be used. This approach is taken to keep the costs of junior cricket to a minimum.

Clubs are also asked to advise the Secretary immediately during the season if a problem arises with the availability or condition of one of their aligned grounds. A Grants Policy exists to assist clubs meet the cost of any repairs and this is included in **Section II**.



# BNJCA Policy and Procedures

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## 2.2 Sign on

To meet the deadlines for the commencement of the junior cricket season, affiliated clubs must conduct their sign-ons during August. QC and the BNJCA support this process and affiliated clubs will be asked to provide information to the Secretary to enable this support to occur.

QC generally places advertisements in local suburban newspapers in the first two weeks of August with contacts names of numbers of club officials. The BNJCA places a summary of all clubs sign on dates and venues on the Association website and advises media of this via a media statement. (The contact details for local and mainstream media are included in **Section V**).

As soon as a club locks in its teams for the forthcoming season, it should supply this information to the BNJCA Secretary. The absolute deadline for this information is the second Friday in September. A first draft of the season draw and ground allocation is based on this information and occurs within five days after this deadline.

## 2.3 Registering teams and plays (insurance coverage)

Clubs should input the names, addresses and dates of birth of all the players into MyCricket <http://mycricket.cricket.com.au/>. The strict deadline for this information is 31 October. However, a player should not participate in a club team unless he/she is registered with that club and the player details are on the MyCricket website because the player will not be covered under the Cricket Australia insurance scheme.

## 2.4. Player eligibility

Young cricketers who want to play in the BNJCA junior competition are grouped into age divisions based on the date of their birth. 31 August is the age cut-off. For example, a player turning 16 on 1 September can play under 16s (and so on). Player age Eligibility is shown in **Section V**

## 2.5 The draw process

The annual 'season draw' is one of the most important elements of the junior cricket program. It impacts on all affiliated clubs, their players and their families. The BNJCA recognises the importance of the 'Draw', monitors the process carefully and welcomes feedback from clubs.

A special sub-committee is established by the BNJCA Management Committee to oversee the process. A set of principles guide the sub committee in conducting the 'Draw' and the allocation of grounds.

Affiliated clubs must nominate their teams for the competition by the second Friday in September. Once all nominations have been received, the Draw sub-committee divides these teams into age divisions (i.e., u8, u9, u10 and so on).



# BNJCA Policy and Procedures

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Depending on the number of teams entered, some of the non-competitive age groups (i.e., 8 years to 12 years), may be split into two divisions. (e.g., instead of having 24 teams in a single age division, two divisions, each of 12 teams may be established, broadly on a geographic basis, to limit unnecessary travel.)

Once the age groupings are established, templates (e.g., 1 v 2, 3 v 4, etc) are applied to determine which teams are to meet during the season. Templates for this are in **Section V**. Ground allocations occur in line with the guidelines. A notional 'home and away' system acknowledges the preference of the majority of clubs to play games on 'home' grounds 'aligned' to the club. Every effort is made to provide participating teams with a minimum of 40% of 'home' games to minimise travel for players and parents. The sample draw 'timetable' is included in **Section III**.

All affiliated clubs are involved in the process, providing input into a draft of the draw before it is finalised. The draw policy is included in **Section II**.

## 2.6. Rules

The BNJCA provides a 'Rules Booklet' to affiliated clubs prior to each season. The main object of these 'Rules' is to present a clear, easy to understand, simply expressed rule set for 'mum-and-dad' managers and coaches.

A Rules Committee is established as a sub-committee of the BNJCA Management Committee to oversee the rules and assist clubs with any inquiries or concerns. Throughout the year, the Rules Committee accepts suggestions from clubs for possible changes to the rules.

At the July Management Committee meeting, any proposed changes to the rules for the forthcoming season are discussed and finalised. They are presented to the July delegates meeting for consideration and voted upon at the August delegates meeting.

After this process is completed, the Rules Committee draws up the new 'Rules Booklet' and presents the copy to the BNJCA Secretary, who organises for the booklets to be printed. The print run is sufficient to provide 2 copies per team, plus spares for club officials. Booklets are distributed at the September Delegates meeting.

A step-by-step guide to updating the rules is provided in **Section III**. A copy of the current 'Rules' is available on our website: [www.bnjca.org.au](http://www.bnjca.org.au)

## 2.7. The 'Allrounder' magazine

The 'Allrounder' magazine is the essential junior cricket guide for every Mum and Dad. It provides details of affiliated clubs, the address of all the cricket grounds, information about our cricket competitions and wet weather procedure.



# BNJCA Policy and Procedures

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The organisation of the 'Allrounder' is a major task for the BNJCA Secretary prior to the commencement of each season. In August, affiliated clubs are asked to prepare their 'club page' and to submit this to the Secretary by mid-September.

This page must contain details of key club officials including a phone number, and the names and telephone numbers of each team coach and/or manager. This is to enable coaches and managers from other clubs to make contact (e.g., in the event of doubtful weather).

The 'Allrounder' is also the primary source for wet weather information, and the details for contacting the newspaper with game results. The Draw is no longer included as part of the 'Allrounder', and is now solely on the website as this allows for grounds changes to be updated and circulated at short notice.

The Secretary compiles all the pages for the 'Allrounder' and sends the document to the printer on the Tuesday after the September delegates meeting. This deadline enables the booklets to be printed in time for club officials to collect and distribute to their teams prior to season commencement. A guide to preparing the 'Allrounder' is included in **Section III**.

## 2.8. Recording game results

The BNJCA organises games for age groups from under 8 through to u16. Teams start playing for premierships when they reach the u13 level and the Association oversees these competitions.

Each season, the BNJCA appoints a 'Zone Recorder' who has the task of recording results of all competitive games, allocating points, and compiling player statistics. Affiliated clubs assist in this process by providing a game result sheet or 'abstract' for all games involving teams from u11 onwards.

Through this process, the Zone Recorder is able to determine the 'premiers' for each age group from u13 onwards. Clubs are provided with regular progress points scores throughout the season via the website [www.bnjca.org.au](http://www.bnjca.org.au). An example of a typical game abstract is available in **Section IV**.

## 2.9 Awards

### 2.9.1. Player of the Round

The BNJCA encourages and recognises good performances during the season through its 'Player of the Round' competition. This is available for all players in the u11 to u16 grades.



# BNJCA Policy and Procedures

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On completion of each round, team coaches and/or managers are encouraged to nominate their successful players and to forward completed forms to the nominated CLUB official by the second Friday 12 Noon after the game (13 days).

The nominated Club official will forward one Nomination Form to the BNJCA Secretary by Friday midnight (13 days), for the player within each age group that has the highest points score only and not for all qualifiers. This player must achieve a minimum of 100 points in a two-day game or 70 points in a one-day game, to be eligible for nomination. If there are nominees where the difference is less than 5 points of each other within an age group, then you can submit nominations for each player.

A template form is available on the website and players qualify by achieving 100 points or 70 points for one day games (details of how points are allocated are in the 'Allrounder' and on the website).

The BNJCA Secretary administers this competition announcing the winners of the each age group's 'player of the round' on the Sunday after the following round of games conclude (15 days after a game has concluded). Trophies for each 'player of the round' are awarded at the end of the season. A 'Player of the Round' nomination form is included in **Section IV**.

## 2.9.2 Spirit of Cricket

The Laws of Cricket contains a preamble on the 'Spirit of Cricket', and it says: "Cricket is a game that owes much of its unique appeal to the fact that it should be played not only within its Laws but also within the Spirit of the Game. Any action which is seen to abuse this Spirit causes injury to the game itself". Read the preamble in full by going to the 'Rules' on the BNJCA website ([www.bnjca.org.au](http://www.bnjca.org.au)). The BNJCA presents an annual 'Spirit of Cricket' award and nominations can be made by any club official or parent of a registered junior cricketer, simply by writing to the BNJCA Secretary at any time during the cricket season.

## 2.9.3 - Annual presentation

The BNJCA conducts an annual awards presentation at the end of every season to recognise the outstanding achievements of junior cricketers. This is generally held in May.

Trophies are provided to 'player of the round' winners. There are individual awards for each age group for highest runs aggregate, best batting average, most wickets taken and best bowling average. Premiership medals are provided to the successful half and full season teams and the club championship trophy is awarded. Full details of the awards are included in **Section III**.



# BNJCA Policy and Procedures

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## 2.10 - Managing Disputes and Discipline

Primarily, disputes and the subsequent discipline process arise when a player, official or parent witnesses behaviour that, in their opinion, breaches either the laws of the game, the spirit of the game, one or more BNJCA policies, or common law. The Disputes and Discipline procedure is used when a matter cannot be resolved, in a timely manner, to the satisfaction of player, team or club.

BNJCA has a Disputes and Discipline Tribunal policy which covers how the process is to be conducted. There are three basic principles of natural justice that are followed by the tribunal to ensure a fair and equitable process is achieved:

- **Notification of the charge** - the person accused should receive notice of, and know the nature of the allegations made against them.
- **Opportunity to respond** - the person accused should be given the opportunity to respond to the allegations.
- **Decision-makers to be unbiased** - there should not be any preconceived opinions, vested interests or personal involvement of the tribunal members.

The decision of Disciplinary Committee is final and binding on all concerned.

Full details of the Disputes and Discipline policy are included in **Section II**.



# BNJCA Policy and Procedures

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## 3. Representative Cricket

### 3.1 Process Overview

Queensland Junior Cricket (QJC) facilitates annual junior cricket age championships in various locations around Queensland to give young players (in the u12 to u16 age groups) an opportunity to improve their game.

Each year, the many zone organisations throughout Queensland are invited by the QJC to hold these championships in their area. For example, in 2009, the QJC Championships were held in such diverse locations as the Bundaberg, Ipswich, Mackay, Charters Towers and Brisbane.

Every junior cricket zone is invited to send teams to these championships, which provide opportunities for young cricketers to not only improve their cricket skills, but learn important team skills and to meet and interact with young people from other parts of the state. In addition to these age championships, various Zone Associations stage 'Development Carnivals' to give more young players with representative potential the chance to develop their skills.

The BNJCA supports the QJC efforts by selecting and sending teams to each of the age championships. For many years, Brisbane North has hosted the Under 16 age championships at the Brisbane Grammar playing fields at Northgate. The BNJCA also selects and submits teams for each of the Development Carnivals to ensure that more young cricketers get an opportunity to play representative cricket and benefit from the interaction with young people from other areas.

Brisbane North has hosted the under 12 Development Carnival at Albany Creek for several years. In 2005, the BNJCA also sent Development teams to Ballina (in northern NSW) for under 13s, to the Sunshine Coast for under 14s, and to Bundaberg for under 15s.

There is always emotion involved in the process of representative cricket. It is natural for parents to hold strong views about various aspects of the process. The Association does its best to make the process as transparent as possible with an emphasis on fairness and objectivity. There are many tasks involved in the representative cricket process including:

- Nominating teams to participate in QJC championships and various development carnivals
- Inviting clubs to nominate players to attend selection trials
- Facilitating trials (including organising grounds, appointing selectors and managing processes)
- Selecting teams (and notifying players)
- Appointing coaches, managers and scorers for each representative team



# BNJCA Policy and Procedures

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- Organising travel and booking accommodation for representative teams at 'away' venues

Over the following pages we have attempted to explain some of the processes involved.

### **3.2 Nominating Brisbane North teams for championships and carnivals**

Every year, Queensland Junior Cricket (QJC) contacts each zone asking for team nominations for its annual intra-state age championships. The BNJCA policy is to submit Brisbane North teams for each age group and the Secretary responds to the invitation accordingly.

Once the QJC receives all nominations, it may seek an additional team to make up for a shortfall (e.g. where a bye is likely to occur because of 'odd' numbers). The BNJCA has always taken the view that it will put forward a second BN team to give more players the opportunity to experience representative cricket.

In addition to the QJC age championships, there are Development Carnivals held by various zones for different age groups (except for u16). The policy of the BNJCA is to nominate teams for Development Carnivals, again to give players an opportunity to experience representative cricket.

In recent years, the u12 Development Carnival has been hosted by the BNJCA and held at the Albany Creek Club grounds at Brendale. An under 13 Development Carnival is hosted by the NSW Northern Rivers Cricket Association at Ballina and this has proven to be a high quality competition offering very good experience for Brisbane North players.

Similarly, the BNJCA has submitted teams for an under 14 Development Carnival hosted by the Sunshine Coast and held at Nambour, and an under 15 Carnival hosted by the Wide Bay Cricket Association and held in Bundaberg. Experience has shown these are very good competitions.

### **3.3 Inviting clubs to nominate players to attend selection trials**

The BNJCA selection trials for u12 - u15 representative teams are held in October. (There is no u16 selection trial as this age group's championship side is selected from the 60+ players who are playing in the Lord Taverners teams, or in some cases, senior cricket).

Affiliated clubs are asked to nominate promising u11 players in January to attend an u12s representative selection 'preliminary trial' in February/March. Generally, more than 100+ players are nominated by clubs to attend. The February/March selection trial is held to reduce these numbers to 60 for the final selection trial in October.



# BNJCA Policy and Procedures

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With the exception of the u12s, the BNJCA Secretary reminds clubs (via email) in September of the need to provide nominations for other age groups. Clubs are asked to submit these player nominations prior to 30 September and to provide relevant statistics for each player. This nomination should be on the approved form (see **Section IV**)

Players, who represented Brisbane North in age championship and development teams in the previous year, and those who represented Met North in schoolboy teams in the previous year, receive an automatic invitation to the October trials for the u13, u14 and u15 age groups.

### 3.4 Facilitating selection trials

The organisation of the selection trials is one of the most time consuming tasks for the BNJCA. It involves booking grounds, appointing selectors and managing the various processes. The overall organisation falls upon the BNJCA Secretary with help from the Chair of Selectors for each age group.

The BNJCA Management Committee appoints the selectors for each age group. The Chair of selectors works with the Secretary to organise all the various elements for their designated age group.

There is a cost to the BNJCA for these selection trials (hiring cricket grounds and purchasing equipment such as new cricket balls). To cover these costs, the BNJCA charges participating players a fee.

### 3.5 Selecting teams (and notifying players)

The BNJCA recognises that the selection of teams can be an intense and emotional experience for players and parents alike. It has strived to make this process fair and transparent. The key guiding principles are that the selection process:

- is available to all players with the requisite skill level
- provides each player who is trialling with a fair opportunity to display his skills
- is free from selector bias
- ensures selection is based on current form but with appropriate regard to prior performance in representative games.

A policy for the selection process has been developed and is available in this document in **Section II**. This includes the appointment of selectors.

Immediately after teams have been selected, the BNJCA Secretary writes to all players who trialled with news of the outcome.



## BNJCA Policy and Procedures

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### 3.6 Appointing coaches, managers and scorers

These appointments are made by the Management Committee after the representative teams have been selected, generally at the October meeting or 'out of session' prior to the November meeting.

The Committee takes great care to choose individuals who can not only carry out the roles with the required skill level, but who have the capacity to take responsibility for the boys and act as ambassadors for the BNJCA.

### 3.7 Organising travel and calculating costs

The organisation of travel booking is done by the BNJCA Secretary well before the selection of teams, generally in July or August, and often in tandem with another zone (e.g. BEARS or Metro South West) to reduce overall costs. Suitable accommodation at away locations for QJC Championships is organised by the host zone. The Development Carnival accommodation is organised and booked by BNJCA.

It is BNJCA policy to subsidise the costs via a grant each year, currently \$5,000 across representative teams in as determined by the BNJCA Management committee.

### 3.8 Representative players cap presentation

Players selected in Brisbane North representative teams are acknowledged at a special ceremony in the first week of November. This 'cap presentation' occurs at a function at the Aspley State High School hall which the BNJCA Secretary books several months in advance.

At this event, selected players are introduced and presented with their Brisbane North cap. Players are required to wear whites for the event. The evening also represents a practical opportunity for players to get together as a group with their coach, and to select and order Brisbane North clothing for their forthcoming matches. Sample clothing is available to help in size selection for representative shirts and shorts and players can complete clothing order forms.

The Management Committee is responsible for the organisation of the event, and the President and Vice-President generally host the function. A format (running sheet) is provided in **Section III**.

There are a number of other events for representative players and these include:

- a) Coaches and captains afternoon: is organised by the Brisbane North Management Committee and held during November. This is designed to provide advice to captains in the under 12, under 13 and under 14 age groups about issues such as tactics, field settings and so on.



## BNJCA Policy and Procedures

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- b) Trial games: against other zone teams are organised by the Brisbane North Management Committee and held before the championships commence, either in November or the first week of December. Team Coaches are also able to organise their own trial games, but they need to be aware of the demands on the players. Any coach planning to organise a trial should discuss it first with the BNJCA Secretary.
- c) Photos and Clothing day: the BNJCA Secretary organises a time for all representative teams to be photographed. This is generally the first Sunday in December. At the same time, team clothing is distributed (this is the clothing which was ordered at the cap presentation evening).

### 3.9 Providing reports

During the championship or development carnivals, one of the officials (generally the scorer) is expected to telephone or preferably email, the days' results through to the BNJCA Secretary. This enables the BNJCA to keep all affiliated clubs up to date with the performance of the Brisbane North teams and the results will be placed on the BNJCA website.

Once championships or development carnivals are completed, coaches are expected to provide reports to the BNJCA Secretary on all aspects of the event. This includes travel and accommodation or any difficulties. This review mechanism enables improvements to be made from year to year.

### 3.10 Representative calendar

Each year, there are representative trials and events. For example the 2004/05 calendar was:

#### 2004

- 21 March: Preliminary assessment (trriage) for u12s at Nudgee College.
- 28 March: Reserve date for u12 triage
- 9 September: Met North schools trials for Treloar & McCasker teams
- 10 October: 2nd Triage for u12s. Triage day for u13 (and u14s if needed)
- 17 October: Day 1 of selection trials for u12, u13 and u14.
- 24 October: Day 2 of selection trials for u12, u13 and u14. Selection trial for u15s (not in Taverners).
- 28 October: Met North schools trials for u15 side schoolboy's side.
- 31 October: Reserve date in case of weather
- 4 November: Cap presentation to selected players
- 28 Nov – 2 Dec: U15 Schoolboys carnival.
- 13-17 December: QJC Championships

#### 2005

- 10-14 January: u12, u13 and u14 development carnivals
- 17-21 January: u15 development carnival



## BNJCA Policy and Procedures

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### 4. Providing Assistance to Clubs

One of the primary roles of the BNJCA is to assist affiliated clubs. This takes many forms but is generally focused on:

- Providing an organised cricket competition.
- Providing the opportunity for affiliated clubs to obtain grants to maintain and improve junior cricket playing facilities such as pitches and grounds.
- Facilitating through Queensland Cricket training opportunities for coaches to improve their skills (Level 1 & 2 training courses). These courses are held regularly throughout the season and information can be obtained from the BNJCA Secretary or Queensland Cricket.
- Providing clubs with information and hands-on administration assistance
- Organising opportunities for junior players to attend coaching clinics.
- The BNJCA Grants Policy provides an avenue of assistance to affiliated clubs to maintain and provide facilities for youths to play the game of cricket. The Grants Policy is included in **Section II**.
- Grants can be provided for pitch repair, new pitches and ground repair and maintenance.