

# Current Player Handbook

2021 – 2022





Australian Cricket Players Limited  
Trading as Australian Cricketers' Association

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The Australian Cricketers' Association acknowledges the Traditional Owners of Country throughout Australia. We pay our respect to Aboriginal and Torres Strait Islander cultures; and to Elders both past and present.



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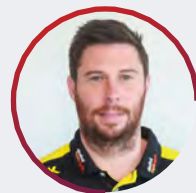
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## Contents

- 3 ACA Staff**
- 10 From the Chief Executive Officer**
- 13 A Brief History of the ACA**
- 14 About the ACA**
- 18 ACA Membership**
- 20 ○ Player Representation
- 24 ○ GamePlan Member Education & Wellbeing Program
- 33 ○ Member Benefits
- 38 ○ Coaching and Game Development Opportunities
- 40 Rules, Codes and Regulations**
- 47 Player Employment Conditions**
- 56 Player Benefits**
- 76 Player Obligations / Team Rights**
- 84 Restrictions**
- 90 Commercial**
- 93 ACA Agent Accreditation Scheme**
- 94 Past Player Benefits**
- 96 Communications**
- 99 Affiliated Organisation**

## From the Chief Executive Officer – Todd Greenberg

### To all our players,

I want to thank you for your continued support of the ACA throughout what was a very challenging year for Australian cricket, and indeed sport across the world.

Despite the challenges presented by the impacts of Covid, through your support the ACA continued to deliver many major player initiatives, including the \$30 million Grassroots Cricket Fund, the Australian Cricketers Retirement Account (ACRA) and the GamePlan Personal Development and Wellbeing program.

These initiatives not only demonstrate your commitment to the game and one another; but also lays a significant platform for the generation of players to follow. As we head into the 2021/22 season the ACA will continue to deliver services and programs that will support you in your playing career and beyond.

In this handbook you will find information regarding:

- Your entitlements as an ACA member
- An overview of programs provided to you
- Your rights, benefits, conditions, obligations and restrictions under the 2017-22 MOU, and
- A guide on who to contact at the ACA for assistance.

The ACA website also provides an outline of the additional services available to our past player members.

The ACA exists to support you, so feel free to call at any stage if we can be of assistance.

Thank you again for your ongoing support and I wish you all the best for the season ahead.

Regards



**Todd Greenberg**

The information in this Handbook is current as at 1 August 2021.  
The information provided is a summary only and does not constitute advice.  
For individual advice or assistance, please contact the ACA.  
This handbook applies for the 2021-22 season, concluding on June 30 2022.





## A Brief History of the ACA

Australian cricketers have long fought for better pay and conditions but the formal incorporation of the Australian Cricketers' Association in February 1997 represented the most significant action by a group of players since the World Series revolution of the 1970s.

Under our inaugural President, former Australian and South Australian spinner Tim May, the ACA brought together all the Australian and State first-class cricketers to argue for improved remuneration, conditions and security for players.

At the time, player payments were incredibly low — representing around 9% of the revenue generated by the game — and for State players, contracts didn't even exist in the way they do today. Most players were forced to combine increasing training and playing demands with full-time work, using annual leave entitlements from these other jobs in order to play or tour. Support for injured players was limited, job security was low and assistance for past players and female cricketers was negligible.

If you needed support or wanted to enhance your off-field skills, there were no professional development programs, education or training grants or career transition services.

In September 1997, all first-class male cricketers signed a document instructing the ACA to act on their behalf in dealing with the ACB (as Cricket Australia was then known) and the State Associations.

The initial proposal for improved male player conditions put forward by the ACA was rejected outright by the establishment and a stalemate between the parties followed.

Further meetings and stalemates were a regular part of the months that followed until the final signing of the agreement between the two parties in September 1998.

This agreement between the ACB and the ACA — called the Memorandum of Understanding (MOU) — achieved two major outcomes:

- The establishment of Standard State Contracts for all male State Players; and
- A share in Australian Cricket Revenue for players, creating genuine partnership between the game and its players.

In conjunction with Cricket Australia (CA), the ACA provides a comprehensive Professional Development and Wellbeing Program, while past players and current female cricketers are valued members of the Association, with access to a wide range of benefits and services.

These significant wins were achieved in no small way because the players stood strong, were united and were prepared to refuse to play unless a fair deal could be reached. This was a difficult period for the player group but it galvanised them and paid dividends both on and off the field. Although a player strike was averted, the brave actions of the players back then improved the conditions of not only the cricketers of their time, but paved the way for the increased benefits enjoyed by the generations that followed.

# About the ACA

## What is the ACA?

The Australian Cricketers' Association (ACA) is the collective and representative voice of past and present male and female elite domestic and international cricketers in Australia.

The ACA was established in 1997 to:

- Safeguard the rights of both present and past first-class cricketers;
- Provide for and improve the welfare of its members;
- Provide advice, services and assistance where deemed appropriate;
- Pursue initiatives that will ultimately benefit the membership.
- Promote the sport of cricket.

## Who should members contact at the ACA?

The day-to-day operations of the ACA and Player Development Program is managed by the staff members and Player Development Managers listed pages 3-8; their key responsibilities include:

- Protecting and improving the rights of past and present cricketers;
- Managing issues on behalf of players;
- Providing professional development opportunities for past and present cricketers;
- Pursuing initiatives that will benefit the membership;
- Developing commercial programs to help resource the ACA;
- Working with CA towards the betterment of the game of cricket.

## How is the ACA governed?

The ACA is governed by a Board of Directors in accordance with the ACA Constitution. There are currently ten Directors including four playing members.

## Who are the ACA Board Directors?

The current ACA Directors are:

- Greg Dyer (Chair)
- Shane Watson (President)
- Aaron Finch
- Alyssa Healy
- Janet Torney
- Kristen Beams
- Lisa Sthalekar
- Moises Henriques
- Clea Smith
- Pat Cummins





### Who are the ACA Delegates

ACA Delegates play an important role in representing the views and rights of the playing group. They are amongst other things, a conduit between the ACA and the playing groups.

The ACA Delegates are:

- > Erica Kershaw (ACT)
- > Matilda Lugg (ACT)
- > Kurtis Patterson (NSW)
- > Peter Nevill (NSW)
- > Hannah Darlington (NSW)
- > Lauren Cheatle (NSW)
- > Joe Burns (QLD)
- > James Peirson (QLD)
- > Holly Ferling (QLD)
- > Georgia Redmayne (QLD)
- > Alex Carey (SA)
- > Nick Winter (SA)
- > Alex Price (SA)
- > Bridget Patterson (SA)
- > Jordan Silk (TAS)
- > Charlie Wakim (TAS)
- > Sasha Moloney (TAS)
- > Naomi Stalenberg (TAS)
- > Peter Handscomb (VIC)
- > Sam Harper (VIC)
- > Nicole Faltum (VIC)
- > Sophie Molineux (VIC)
- > Sam Whiteman (WA)
- > Jason Behrendorff (WA)
- > Nicole Bolton (WA)
- > Mathilda Carmichael (WA)

### Kerry Packer Award

The Kerry Packer Award may be presented to any person or persons who is deemed to have served the ACA in an outstanding capacity. Recipients of the Kerry Packer Award are members of the ACA and shall not be charged any membership fees.

In previous years the below individuals have received the Kerry Packer Award:

- > Tim May
- > Chum Darvall
- > Ian Healy
- > Matthew Hayden
- > Greg Mail
- > Paul Marsh
- > Darren Lehmann
- > Mike Hussey
- > Greg Matthews
- > Simon Katich
- > The 2017 Australia A Squad
- > Lisa Sthalekar
- > Neil Maxwell
- > Lauren Ebsary

# ACA Membership

Being an ACA member provides you this opportunity to be part of a community of past and present cricketers that supports you throughout your cricket journey, and beyond.

The ACA values the contribution its members have made to the history of Australian cricket, and believe it is important to keep valuing that contribution.

We endeavour to maintain this unique bond amongst members, while using our influence to help grow the sport. We acknowledge that all the

members of the ACA have a responsibility to the game and ensuring its health for the future.

In the 2017-22 MOU, the players have re-committed to supporting past and current players through the benefits, grants, services and opportunities provided as a part of your ACA membership.

## What can I access as an ACA Member?

- Player representation and assistance
- Support Services
- Personal and professional development opportunities
- Coaching and game development opportunities
- Member Discounts and Benefits

Ordinary members are required to pay annual subscription fees each year

If you would like to join as a life member please contact the ACA on 03 9698 7200 or email: [admin@auscricket.com.au](mailto:admin@auscricket.com.au)

## ACA Website and login details:

When you become a member of ACA, you are provided with personalised login details to access the member benefits section of the website.

Once logged into the ACA website you can update your details, take advantage of member benefits, keep up to date with news and events.

If you have not been provided with this information or need to reset your information, simply contact the ACA [admin@auscricket.com.au](mailto:admin@auscricket.com.au) or 03 9698 7200.



# Player Representation

In addition to the services already detailed, the ACA provides representation and assistance for current players in 5 key areas:

- Memorandum of Understanding (MOU) Negotiation and other Collective Negotiations
- Issue Management and Advocacy
- Scheduling
- Security and Safety
- Representation on Committees/Groups that govern game decisions

A summary of these services follows.



## MOU Negotiation and other Collective Negotiations

One of the most important functions of the ACA is negotiating a Collective Bargaining Agreement (called the Memorandum of Understanding or MOU) with Cricket Australia (on its own behalf and on behalf of the State Associations and W/BBL Teams) on behalf of our membership.

The 2017-2022 MOU, which was finalised in August 2017, was a landmark agreement for male and female cricketers. It reflects the important role the ACA plays as your representative voice to secure the best possible agreement for current and past players in the short and long term.

The MOU reflects a partnership between the players and administrators that will support a sustainable growth model for cricket. Ultimately it should foster a process of greater co-operation between all parties to achieve a balanced and sustainable outcome for players, and the game of cricket more broadly (including grassroots cricket).

The ACA has been central in negotiating improved remuneration and workplace conditions for all elite players, and supporting player involvement in overseas competitions and leagues.

The ACA & CA incorporate improvements to the MOU from time-to-time. These improvements are captured as formal amendments.

During the 2021-22 season MOU amendment No.6 was agreed.

## Issues Management & Advocacy

The ACA assists its members in managing various issues that arise both on and off-field. These issues may be referred to the ACA by an individual member, their agents or by Cricket Australia.

The ACA also advocates directly with State Associations, W/BBL Teams, the Australian Athlete's Alliance (AAA) and other governing bodies on behalf of our membership. The types of issues dealt with on a regular basis are:

- Use of players' intellectual property;
- Facilitating verification of Player Appearance and Marketing Points;
- Injury / Insurance payments;
- Breaches of codes and policies;
- Provision of contractual advice and interpretation;
- Occupational Health and Safety;
- Advocacy on gender equity issues;
- Consistency of High Performance support provisions across State Associations and W/BBL clubs;
- Providing operational advice to players with dual sport obligations;
- Other cricket operational issues.

## Scheduling

Under the 2017-22 MOU, CA has agreed to consult with the ACA on a structured basis about cricket scheduling, games mix and domestic competition structures. As the sporting arena becomes an increasingly more competitive landscape and greater innovation is brought to cricket, the ACA plays an important role in ensuring the players' views are heard.

A Standing Scheduling Advisory Group meet biannually where representatives of ACA and CA will discuss all matters relevant to scheduling to assist CA to most appropriately balance:

- The significance of representation of Australia;
- Maintaining the highest level and/or quality domestic competitions;
- The needs of fans, sponsors and broadcasters;
- Player wellbeing;
- CA commercial arrangements.

## Security & Safety

The ACA plays an active role with CA in the area of player safety and security. Services provided include:

- Facilitating overseas tour security assessment and monitoring;
- Liaising with CA on security and bio-security issues for domestic competitions;
- Contributing to the Occupational Health and Safety Committee to pursue workplace safety;

Through its relationship with FICA (Federation International Cricketers' Association), the ACA also provides members with assessments and monitoring in relation to ICC events and selected overseas domestic competitions.

## Representation on Committees/Groups that shape the game

The ACA represents current player views on Cricket Committees including:

- **Playing Conditions Committee**  
Working with CA on any changes to playing conditions that govern the domestic game in Australia
- **Occupational Health & Safety Committee**  
Working with Cricket Australia to seek to improve the health and safety of our members on and off the field
- **Australian Cricket Awards and Hall of Fame Committee**  
Discussion and consultation on Award nominees and event structure
- **Standing Scheduling Advisory Group**  
Representing players' views to help determine the appropriate scheduling landscape for domestic and International Players
- **CA-ACA Grassroots Fund Committee**  
Working with CA to effectively distribute up to the \$30m contribution the Players made to grassroots cricket.
- **Player Development Advisory Committee**  
Supporting players off-field development in conjunction with Cricket Australia and State Associations.



## Member Education & Wellbeing Program

In the 2017 MOU the players set aside \$13.4 million to enhance their own wellbeing and education structures.

What has emanated from this investment has been genuine engagement on establishing a program that the players themselves have helped create.

GamePlan provides a tailored approach to member wellbeing based on the different stage of career a player is at; whether at the early, middle or later stages.

GamePlan is supported by Player Development Managers across the country who provide a tailored approach to each individual's needs across the pillars of; MyWellbeing, MyEducation and MyCareer.



# Follow your own path towards better mental health.



In addition to services provided by CA and your State, the GamePlan program offers all ACA members mental health support through a range of wellbeing services.

## Keep it in House

Chat to your CA/State Psych about your mental health goals.

## Benestar

A 24/7 confidential service that the ACA fund for all members.

Call **1300 360 364** and they will put you in touch with the right person to support your needs.

## Referral network

The ACA have developed a nationwide referral network of qualified mental health professionals.

Speak to your PDM or contact the ACA on [wellbeing@auscricket.com.au](mailto:wellbeing@auscricket.com.au)

## MyWellbeing: Caring for members physical and mental health

### Wellbeing Education

The Australian Cricket Wellbeing Framework supports players with the skills and strategies to successfully navigate their way within the high performance environment.

The education is tailored to different ages and stages of a player's career, and just like skill development on the field, players will progress through the development of emotional and mental skills off the field.

### The Wellbeing Framework topics are:

Stage 1: Self-Awareness/Self-Concept (1), Mental Health Literacy, Resilience (1)

Stage 2: Self-Awareness/Self-Concept (2), Resilience (2), Emotional Intelligence (1)

Stage 3: Self-Awareness/Self-Concept (3), Emotional Intelligence (2), Social Support / Relationships (1&2)

### The topics being delivered in Season 2021-22 are:

Stage 1: Self-Awareness/Self-Concept (1), Mental Health Literacy, Resilience (1)

Stage 2: Emotional Intelligence (1)

Stage 3: Emotional Intelligence (2)

### Wellbeing Network

The ACA is connected with a range of qualified mental health professionals through the National Wellbeing Network.

All sessions are treated confidentially, with de-identified invoices requested from providers.

For further information on the National Wellbeing Network assistance in finding support contact your Player Development Manager or Justine Whipper at the ACA on [jwhipper@auscricket.com.au](mailto:jwhipper@auscricket.com.au) or 0402 327 238.

## Benestar — Wellbeing Support

Benestar is a 24/7 confidential service available for all ACA Members.

To access this service call **1300 360 364** or International: **+61 8295 2292** and they will put you in contact with someone in your area that can support your needs. You can seek support online through BeniHub. Use ID ACA, token ACA01 to access online support and a range of resources.

Your significant others are also able to access this service.

All invoices from Benestar to the ACA are de-identified.

### Health Checks

The ACA Health Checks fund annual medical checks to members at a central location in each state.

A range of health providers are made available on a set day per year for members to access. Services provided may include:

- > Skin checks;
- > Vision testing.

For further information on Health Checks please contact your Player Development Manager.



## MyEducation: Member education and training

### Education Grants

Players are encouraged to pursue education and training opportunities. The ACA through GamePlan makes a significant commitment to subsidise players' development through the provision of grants. Each member can apply for a grant/s of up to \$4,000 per financial year, to be used towards formalised learning and professional development. For further information on education grants please contact your Player Development Manager or Elesha Te Paa on [etepaa@auscricket.com.au](mailto:etepaa@auscricket.com.au).

### Kaplan Australia

The partnership between the ACA & Kaplan Australia offers full scholarships for current and transitioning players to study with Kaplan Business School or Kaplan Professional. Athlete support scholarships with discounted course fees are also available.

With courses ranging from Diplomas to MBAs, the scholarship allows players to develop themselves with a nationally recognised organisation.

Kaplan Professional provides personalised, guided and blended learning to help working professionals achieve their education and career goals.

Kaplan Business School is a globally recognised provider of higher education degrees in Australia and offer undergraduate and postgraduate courses in business, accounting, marketing,

management, tourism, entrepreneurship, health services, digital management, analytics, project management and leadership.

### Professional Development Workshops

The ACA works closely with Player Development Managers to deliver valuable personal and professional skill development workshops to players throughout their playing career. Examples of sessions include, but are not limited to:

- Leadership and decision making;
- Holistic Development;
- Media training & Public Speaking;
- Career exploration, development and readiness.
- Social Media Safety

### Money Management

Money Management is delivered out to all players to assist with financial literacy. ACA Member and Former First-Class Cricketer Allan Wise and his business Cygnet Group delivers tailored education and will touch on the following:

- Understand your playing contract
- What is ACRA
- Introduction to super
- Understanding your finances
- Learn how to develop a budget and monitor changes (including a savings plan)
- Introduction to credit cards, loans, banks and taxation
- Highlight consequence of overspending or mismanaging finances
- Considerations when selecting a financial planner, accountant and other financial service providers
- Managing cash flow
- Building an income producing asset column
- The power of compound interest
- Understanding Risk vs. Volatility
- Principles of investment and historical performances of different asset classes
- Principles of tax, loans and credit cards, looking at the considerations and the traps
- Socially Responsible & Ethical Investing
- Planning for the next phase after the game
- Understanding Investments during transition
- Smart passive income
- Insurance – preparing for the what if
- From single to responsibility

Players can also access funding for a one-on-one consult with Cygnet Group and 12 months access to a personalised Wealth Management Portal. For further information on the Money Management program contact your Player Development Manager.

## MyCareer: Member career planning

### Career Next

Each player has the opportunity to work with their Player Development Manager on an Individual Development Plan (IDP) Career tool that will support their off field development.

The IDP focuses on five key areas that increase confidence in your future beyond cricket:

- > Self Awareness
- > Industry Exploration
- > Work Experience
- > Learning and Education
- > Networking

Having increased confidence in your future beyond cricket can help you feel more in control. A feeling of 'being in control' can have also a direct link with improved performance.

### Cricket Internships

The ACA, in partnership with Cricket Australia and the State Associations, offer ten week paid sport administration internships for ACA members looking to develop their careers. The internships have been made possible through funds donated by the current players and through partnerships with State Associations and W/BBL clubs. The ACA Internship Program is offered in April and open to all ACA Members.

### Work Placement

The program seeks to enhance members' career development and future employment prospects through the provision of up to 52 hours of paid work experience in an industry preferred by the member. For further information on the Work Placement Program contact your Player Development Manager.

### New Player Induction Camp

The ACA hold an annual Induction Camp for newly contracted players before the start of each season. The focus of the camp is to prepare players for life as a professional cricketer, and to demonstrate the importance of planning for life after cricket.

### Michael Page

The ACA has partnered with Michael Page who specialise in mid- to senior-level professional and management recruitment for permanent, temporary, and contract roles. Michael Page offers ACA members group based education on topics ranging from 'Personal Brand' to the 'Interview Process', along with individual support and advocacy for players seeking employment. Areas of expertise include:

- > Accounting & Finance
- > Banking
- > Construction
- > Digital
- > Engineering & Manufacturing
- > Hospitality & Leisure
- > Human Resources
- > Information Technology

### GamePlan Next: Supporting members as they transition out of professional cricket

We understand that the first years outside of cricket involve a lot of change and we extend the following services to you for up to 3 years post State contract and 12 months post W/BBL.

- > Individual assistance from ACA Player Transition Manager
- > Education Grants
- > Access to paid work placements
- > Financial health check and planning
- > Wellbeing support services
- > Career services
- > Unique networking opportunities

When players are transitioning from the game, the ACA offers the opportunity to participate in a formal exit interview with the Player Transition Manager. This process helps the ACA to best support your transition into a career after cricket.

For further information on transition support through the GamePlan Next program contact Player Transition Manager or Carla Dziwoki on 0422 389 755 or 03 9698 7200.

### Player Hardship Fund

The ACA Player Hardship Fund was established in 1999 with the objective of providing assistance to cricketers, whether past or present, in times of necessitous circumstances. The beneficiaries of the fund may also include the immediate families of past and present players.

The ACA Player Hardship Fund can assist in variety of ways including but not restricted to:

- > Financial grants;
- > Financial loans;
- > Financial education and counselling;
- > Wellbeing counselling (gambling, relationships, drugs and alcohol, grief etc).

The fund is administered by the ACA and governed by the Player Hardship Fund Committee:

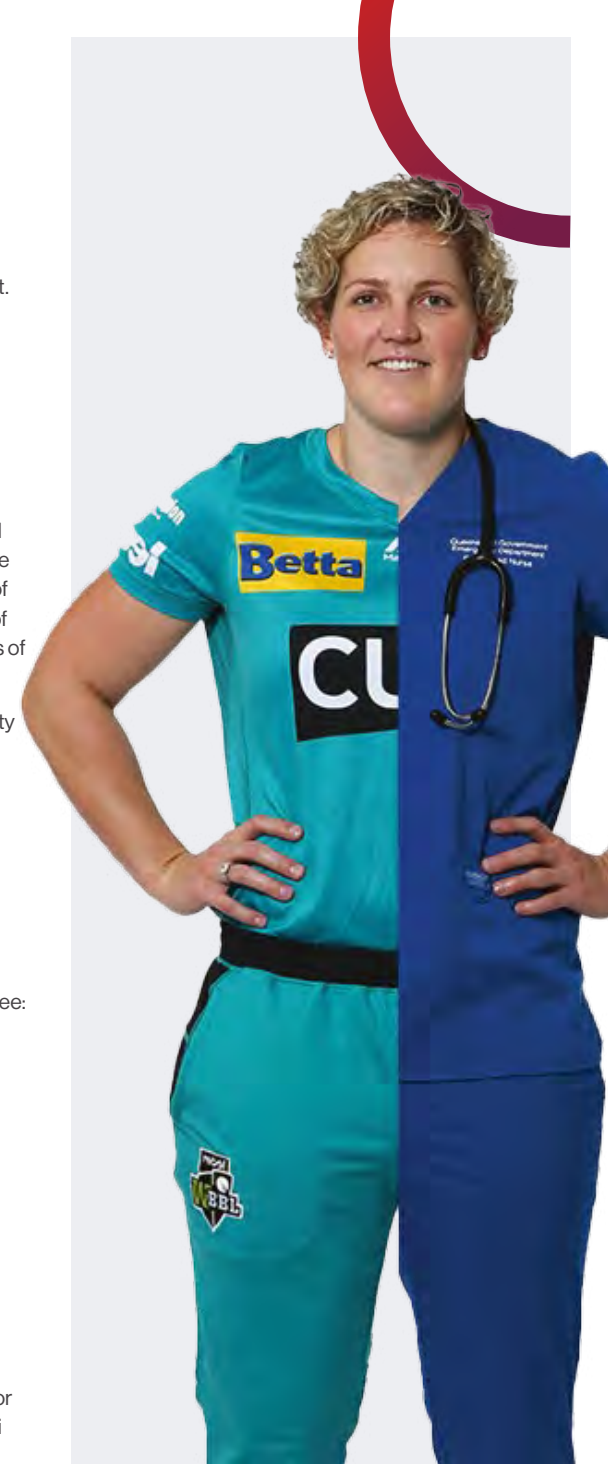
**Joe Connellan**  
ACA Deputy CEO

**Chum Darvall**  
ACA Kerry Packer Award Winner

**Paul Sheahan**  
Former President, Melbourne Cricket Club;  
former Australian Test Cricketer

**Michael Kasprowicz**  
Former Australian Test Cricketer and  
ACA President.

For further details, to refer an ACA member, or for a confidential application, contact Carla Dziwoki at the ACA on 0422 389 755.



## Membership

The ACA membership continues to grow having reached a record breaking number of members with just over 1580 in the last 12 months

The ACA prides itself on staying connected with our members and thanks you for your continued support and contribution in what has been a difficult 12 months.

This years membership dates will run from 1 July 2021 — 30 June 2022.

### ACA Website Login Details

All ACA members have the ability to log into the ACA website ([www.auscricket.com.au](http://www.auscricket.com.au)) using their email address and personalized password.

To reset your password follow these steps:

1. Click "can't login" to re-set your password
2. Enter your email address.
3. You should receive an email from the ACA asking you to reset your password.
4. Click "set up password".
5. Enter in a password of your choice. Must be 8 characters. No other restrictions.
6. Once password has be set, return to the ACA website.
7. Login with your email address and new password.



## Member Benefits

For more information please contact Kirsty Lamb at the ACA on 03 9698 7200.



### QANTAS CLUB – UP TO 38% OFF

Instead of the normal joining fee of \$399, members can join Qantas Club for \$248.

Members receive 18% off membership;

- An annual membership that is normally \$540 can be purchased for \$443.
- A two year membership that is normally \$980 can be purchased for \$804.

Members must call Qantas on 13 11 31 and follow the prompts to Qantas Club Corporate Membership to access this benefit. Members must then request to join corporate scheme number 9284364 (Australian Cricketers' Association).

Existing members of Qantas Club can also access these reduced annual renewal rates by following the same steps – calling 13 11 31 and aligning yourself with the scheme.



### OAKLEY – 40% OFF

Members can access 40% off the RRP on a selected range of Oakley products (+ postage and handling).

Simply log-on to the ACA website [www.auscricket.com.au](http://www.auscricket.com.au), download the Oakley order form in the Member Discounts section and choose your selection from the fantastic range offered.

Return your completed form to [klamb@auscricket.com.au](mailto:klamb@auscricket.com.au)



### HARVEY NORMAN – VIP PRICING

Members can access VIP pricing at any Harvey Norman Store across Australia.

Members can also obtain VIP pricing by following the procedure below:

1. Email Bret Davies ([bret.davies@au.harveynorman.com](mailto:bret.davies@au.harveynorman.com)) with the model number of the product/s you wish to purchase, and which Harvey Norman store is your preferred pickup location. Please copy in Kirsty Lamb ([klamb@auscricket.com.au](mailto:klamb@auscricket.com.au)) at the ACA so we can track your request.
2. Harvey Norman will respond to you with a price, or forward your enquiry to the relevant franchisee at your local store that will offer VIP pricing.
3. You then get the opportunity to proceed with the purchase.



**KOOKABURRA**

### KOOKABURRA CRICKET EQUIPMENT OR CLOTHING – 50% OFF

Simply visit [www.kookaburrasport.com.au](http://www.kookaburrasport.com.au) and use the discount code 'Cricketer50' at the checkout page to access a fantastic range of Kookaburra products.



### MASURI — 40% OFF

Simply visit [www.masuri.com](http://www.masuri.com) to view all their products and email Ben Puzny at [ben.puzny@masuri.com](mailto:ben.puzny@masuri.com) with the list of products your wish to purchase.

Please let Ben know you are an ACA member and copy in Kirsty Lamb from ACA to track your purchase.



### TEMPUR MATTRESSES AND PILLOWS — 55% OFF

To access the benefit simply log on to the ACA website [www.auscricket.com.au](http://www.auscricket.com.au), download the Tempur Business Associate form in the Member Discount section and choose your selection from the fantastic range offered.

Return your completed form to [klamb@auscricket.com.au](mailto:klamb@auscricket.com.au).



### WILSON — STAFF PRICING

Access staff pricing on all RRP Wilson Racquet & Team products.

This includes Tennis, NFL, Volleyball, Basketball and Soccer!!!

Simply visit [au.wilson.com](http://au.wilson.com) and use the code 'WIL21ACA40' at the checkout page.



### TRIPOD COFFEE — 20% OFF

Simply visit [www.tripodcoffee.com.au](http://www.tripodcoffee.com.au) and use the discount code 'ACAMember' to access the fantastic range of Tripod Coffee products.



### WILSON GOLF — STAFF PRICING

Simply log on to the ACA website [www.auscricket.com.au](http://www.auscricket.com.au), download the order form in the Member Discounts section and choose your selection from the fantastic range offered.

Return your completed form to Jeremy Oakford at [Wilsonson@jeremy.oakford@wilson.com](mailto:Wilsonson@jeremy.oakford@wilson.com).



### MANTRA HOTELS

Mantra now cover all of the Art Series, Peppers, Mantra, Break free, The Sebel branded hotels.

All members can access 10% off various Mantra Hotels. Simply visit [www.mantrahotels.com](http://www.mantrahotels.com) and use the code 'ACA2'

This offer is valid until 31/12/2021 and may be extended longer.



### SUUNTO — 15% off

All ACA members can access 15% discount across the below models Suunto 3, Suunto 5, Suunto 7, Suunto 9 BARO.

Simply visit [www.suunto.com/en-au](http://www.suunto.com/en-au) and use the code 'ACA15' at the checkout page.



### SPECSAVERS — UP TO 25% OFF

Members can receive up to 25% off Frames & Lenses when purchasing one pair from the \$149 range or above.

To access the benefit simply log onto the Specsavers website [corporate.specsavers.com.au/aca](http://corporate.specsavers.com.au/aca) enter your details, download your voucher and head into your local Specsavers.



### SUPERANNUATION PLAN

ACA members, past and present, are eligible to join and can take advantage of the Australian Cricket Superannuation Plan. Administered by AMP, the plan looks after the superannuation and insurance interests of Australia's contracted cricketers and staff of the Australian and State Cricket Associations.

Find out how you can benefit by being a member of the Plan by contacting the financial advisers to the Plan, Australian Unity, on 1300 668 233 or email [corporatesuper@australianunity.com.au](mailto:corporatesuper@australianunity.com.au).



### FREETRAIN — 20% OFF

The best way to train with your phone! Created by a team of former professional soccer players, the vests are a stylish and convenient carry-all for your accessories while you train, letting you stay tuned in and in the groove whilst in the zone.

Simply visit [au.freetrain.com](http://au.freetrain.com) and use the code 'ACA20' to access 20% off products.



### BUPA CORPORATE HEALTH PLAN CORPORATE DISCOUNT

The Australian Cricketers' Association corporate health insurance plan provides you with access to a range of Bupa health cover options with a corporate discount of 3%.

For more information or to take advantage of your corporate health insurance benefit, simply contact Bupa on 134 135 and advise them that you are a member or employee of the Australian Cricketers' Association and quote group ID 2110959.

Alternatively, visit [www.bupa.com.au/corporate](http://www.bupa.com.au/corporate) and use login details below:

Login ID: [acamember](#) Password: [healthy](#)

If you are already a member of Bupa, only a phone call to the health fund is required to take advantage of the new corporate benefits.



### DUFFLE & CO

Simply visit [www.duffleandco.com](http://www.duffleandco.com) and enter 'AUCRICKET' at the checkout to access the fantastic range of Duffle & Co.



### RESILIENCE AGENDA — 20% OFF

Access 20% off fantastic range of Mental Health and Well-being products and services.

Simply visit [www.resilienceagenda.com](http://www.resilienceagenda.com) and use the code 'Cricket2020' at the checkout page.



### **BUDGY SMUGGLER — 30% OFF**

Simply visit [www.budgysmuggler.com.au](http://www.budgysmuggler.com.au) and use the code 'ACA20' at the checkout to access the fantastic range of Budgy Smuggler products.



### **RIXX EYEWEAR — 25% OFF**

Simply visit [www.rixxeyewear.com.au](http://www.rixxeyewear.com.au) and use the code 'ACA' at the checkout to access the fantastic range of RIXX Eyewear products.

Members will receive free express shipping.



### **ADVENT SECURITY — UP TO 30% OFF ADVENT SECURITY**

Advent Security have the ability to provide ACA members with up to 30% discount of Supply and Installation of new CCTV, Alarm, Access Control systems and Security Guard Services.

For all enquires, including pricing, simply email [michael.hill@adventsecurity.com.au](mailto:michael.hill@adventsecurity.com.au)



### **BURELY SEKEM — 50% OFF**

Simply visit [www.kookaburrasport.com.au/football](http://www.kookaburrasport.com.au/football) and use the code 'CRICKETER50' at the checkout page to access a fantastic range of Burely Sekem Football products.

### **State Reunions**

Where possible, the ACA hosts a state reunion in each state each season.

These reunions, generally held at the scheduled Test Match in each state, are held in conjunction with the State Associations around Australia. It provides a wonderful opportunity for members to enjoy a day's play with former teammates and opposition players in a relaxed and social atmosphere.

The ACA encourages its members to get together and reminisce with players of their era as well as developing relationships with players from other eras.

Invitations are sent to all members that currently live in the state that the function is occurring. Due to the reunions having a set capacity RSVPs are taken on a first in first served basis.

For further information on member reunions contact the ACA on 03 9698 7200.

### **Elite Cricketers Health Insurance Scheme**

All contracted players are required to obtain top-level private health insurance as per their contract obligations. The ACA administer the Elite Cricketers Health Insurance Scheme, to support those players with retainers of \$60,000 or below, with health insurance costs. This is funded from the Player Payments Pool (PPP). These players can access comprehensive top level hospital and extras cover through this Scheme. Alternatively, these players can continue to pay for their own cover through a provider of their choice. Any questions on the Elite Cricketers Health Insurance Scheme please contact Lachlan McKenna on 0425 104 652.



# Coaching & Game Development Opportunities

## Grassroots Cricket Fund

The Grassroots Cricket Fund has been established to support the growth of cricket at the grassroots level. As part of the 2017-2022 MOU negotiation, players committed up to \$30 million over the coming years.

The funding will focus on (but is not limited to) the provision of funds to support cricket infrastructure and equipment for grassroots clubs around the country. A joint Cricket Australia - Australian Cricketers' Association committee is entrusted to make decisions on the allocation of the funds.

## Game Development Program

The ACA Game Development Program is designed to utilise the experience, skills and passion of ACA members to inspire the next generation of players and coaches.

The program is available to past players and part-time current players in 2021-22.

You can register at any time to participate in the Game Development Program.

For further information or to register contact Megan Pauwels at ACA on 03 9698 7207.

## Premier Cricket Program

The ACA Premier Cricket Program has been designed to support ACA members in their post-cricket lives via a program that retains and harnesses the skill, experience and knowledge of ACA Members to identify, instruct and inspire talent through both the male and female Premier Cricket pathways.

The objectives of the program are:

- Provide a platform for ACA members to remain in Premier Cricket through playing, coaching and talent identification roles;
- Narrow the gap between Premier Cricket and high performance/ domestic cricket;
- Create additional opportunities for clubs to support and enhance existing budgets and structures;
- Grow a sustainable program that ensures Premier Cricket remains the lifeblood of Australian Cricket;
- Retain first-class cricketers in Premier Cricket;
- Provide a higher level of Premier Cricket competition;
- Identify, instruct and inspire the next generation of Australian elite cricketers; and
- To balance Premier Club objectives with the development of emerging talent.

## Elite Coaching Program

The ACA believes in harnessing the skills, experience and knowledge of our Members. Developing these skills and having ACA Members involved in coaching roles throughout various stages of the Australian cricket pathway is an important process in developing young talent.

The ACA is committed to the coaching development of our members through both the High Performance (level 3) and Representative (level 2) coach accreditation programs.

Each year the ACA allocates funding towards coach accreditation. The number of members interested will determine the level to which the ACA is able to subsidise any of your course fees.

For further information regarding how the ACA can support members who would like to participate in coach accreditation programs contact Megan Pauwels at ACA on 03 9698 7207.

ACA Members are encouraged to apply for level one or two of accreditation on the community coaches' website [www.community.cricket.com.au](http://www.community.cricket.com.au).

Please contact Megan Pauwels at the ACA on 03 9698 7207 or at [mpauwels@auscricket.com.au](mailto:mpauwels@auscricket.com.au) to notify us of your intention to complete a course.



# Rules, Codes & Regulations

## What rules, codes and regulations are current players subject to?

The ICC and Cricket Australia have a series of rules, codes and regulations that apply to players.

International players are bound by both the ICC and CA codes. CA's codes cover Australia's domestic competitions.

It is vital that as players you understand these rules, codes and regulations, so if you have any questions or feel that you have breached any of the below codes, please contact the ACA immediately.

These include (without limitation):

- ICC Code of Conduct for Players and Player Support Personnel;
- ICC Anti-Doping Code for Players and Player Support Personnel;
- ICC Anti-Corruption Code for Participants
- CA Anti-Corruption Code
- CA Anti-Doping Code
- CA Anti-Harassment Code
- ICC Anti-Discrimination Policy for International Cricket
- ICC PMOA Minimum Standards for players' and match officials' and Regulations on Sanctioning of Cricket Events

- CA Anti-Discrimination Code
- Australian Cricket Heat Policy
- CA Code of Conduct
- CA Code of Conduct for Other Cricket Events
- CA Concussion and Head Trauma Policy
- CA Illicit Substances Rule
- CA PMOA Minimum Standards
- CA State Clothing and Equipment Regulations
- CA Supplement Policy

Players may also be subject to other applicable ICC, CA, State and W/BBL codes, policies and/or rules of behaviour.

The ICC Anti-Doping Code now applies to applicable players (those who have participated in at least one International Match in the previous 12 months) at all times of the year (both inside and outside competition).

Under standard CA, State and W/BBL contracts players agree to comply with the ICC Code of Conduct.

The ICC Code of Conduct, ICC Anti-Corruption Code and ICC Anti-Racism Code each provide that they apply to all cricketers from the time of their selection in any playing or touring team or squad for an International Match or Tour until they have not participated in an International Match for at least three months.

Players should also be aware of the ICC regulations regarding "Disapproved Cricket", which provide severe penalties for players who participate in "Disapproved Cricket".



A brief description of the main regulations, codes and policies follows.

This section is designed to be read alongside the codes and policies and is not a substitute for reading the codes and policies.

Overseas domestic cricket (such as the Indian Premier League and Kia Super League) will also be subject to the codes and policies governing those competitions.

1

## Cricket Australia Anti-Doping Code/ICC Anti-Doping Code

Cricket Australia has adopted the Cricket Australia Anti-Doping Code to impose clear prohibitions and controls in the sport of cricket in accordance with the mandatory provisions of the World Anti-Doping Code, as part of Cricket Australia's continuing efforts to:

- Maintain the integrity of the sport of cricket;
- Protect the rights and health of all participants in the sport of cricket; and
- Keep the sport of cricket free from doping.

Among other things, both of these codes prohibit the use, possession or presence in a player's sample, of any of the prohibited substances set out in the current WADA Prohibited List.

Players may be in violation of these codes even if they did not know that they were taking a prohibited substance.

Players are urged to ensure that any substance they take is allowed under the Cricket Australia Anti-Doping Code and ICC Anti-Doping Code.

Players are encouraged to speak to their Team Doctor if they are in any doubt about the status of any substance, or utilise any of the following websites or phone numbers below to do so.

## Important Contacts

Organisation	Phone	Web/Email
Sport Integrity Australia	13 000 ASADA (13 000 27 232)  From outside Australia +61 262 224 200	www.sportintegrity.gov.au
WADA		www.wada-ama.org
Cricket Australia	03 9653 9999	www.cricketaustralia.com.au/cricket
Sport Australia		www.sportaus.gov.au
Australian Sports Drug Medical Advisory Committee		www.sportintegrity.gov.au/resources/therapeutic-use-exemption/about-australian-sports-drug-medical-advisory-committee
Dr Peter Harcourt (Cricket Australia Anti-Doping Officer)	0417 007 744	
Dr John Orchard (Chief Medical Officer)	0417 427 439	johnworchard@gmail.com
Brendan Drew General Manager – Cricket Operations & Player Relations	0422 652 893	bdrew@auscricket.com.au

## State/Territory Doctors

Medical Officers	State	Email	Phone
Dr John Orchard	Cricket Australia CMO & Cricket NSW	johnworchard@gmail.com; john.orchard@cricket.com.au	0417 427 439
Dr Katherine Rae	Cricket NSW	Katherine.Rae@cricketnsw.com.au	0414 227 247
Dr Mark Young	Queensland Cricket	mark@mysport.com.au	0419 817 728
Dr Trefor James	Cricket Victoria	tjames3@bigpond.net.au	0411 519 383
Dr David Knowles	Cricket Tasmania	drdjknowles@gmail.com	0438 806615
Dr Frances Rose	Cricket Tasmania	frances.t10@gmail.com	0409 540 988
Dr Leigh Golding	Cricket Australia Men's Team	leigh.golding@gmail.com	0456 461 334
Dr Geoff Verrall	SACA	geoffrey.verall@gmail.com	0433 096 014
Dr Thomas Hill	WACA	hillt32@gmail.com	0410 567 344
Dr Philippa Inge	Cricket Australia Women	philippa.inge@gmail.com	0421824 626
Dr Kylie Shaw	Cricket ACT	kylieshaw@me.com	0450 011 173

2

### Cricket Australia Code of Conduct / ICC Code of Conduct

All Cricket Australia, State and W/BBL players are bound by the Cricket Australia Code of Conduct. The code covers both on-field and off-field indiscretions and provides for players to be fined and/or suspended depending on the indiscretion.

The code aims to provide:

- An effective means to deter any participant from conducting themselves improperly on and off the 'field-of-play' or in a manner that is contrary to the 'spirit of cricket'; and
- A disciplinary procedure pursuant to which all matters of improper conduct can be dealt with fairly, with certainty and in an expeditious manner.

ICC Code of Conduct covers similar matters and provides for similar types of penalties.

The Cricket Australia Code of Conduct also incorporates the CA Illicit Substance Rule.

### What is the Illicit Substances Rule?

The Illicit Substances Rule focuses exclusively on out of competition testing for illicit substances only. All players can be tested and testing can be random or targeted.

Players should be aware of the penalties for testing positive under the illicit substances rule.

3

### Cricket Australia Anti-Corruption Code / ICC Anti-Corruption Code

The Cricket Australia Anti-Corruption Code provides for penalties for matters such as corruption, betting by players, misuse and disclosure of inside information, provision or receipt of gifts or benefits, failing to disclose any improper approaches and failing to cooperate with Cricket Australia investigations in relation to domestic matches played in Australia.

The ICC Anti-Corruption Code contains similar prohibitions for international matches, as does the Anti-Corruption rules of other National Cricket Federations.

Potential penalties under these codes are severe.

4

### ICC Regulations Regarding "Disapproved Cricket"

The ICC Regulations on Sanctioning of Events define "Disapproved Cricket" as any cricket match or event that is not duly sanctioned by the relevant National Cricket Federation or the ICC, in accordance to article 2 of these regulations.

The ICC Regulations require National Cricket Federations to impose sanctions on individuals who participate in Disapproved Cricket and require them to exclude any such individuals from participating in official matches and events for a defined period.

The ICC has advised that this period is to be defined on a case-by-case basis, but recommends generally imposing at least a six-month ban.

5

### Cricket Australia Anti-Discrimination Code

The Cricket Australia Anti-Discrimination Code is adopted and implemented as part of efforts to maintain the public image, popularity and integrity of cricket by providing:

- An effective means to deter any participant from conducting themselves in a manner that may be construed as racially and/or religiously offensive; and
- A disciplinary procedure where all matters of improper conduct of this nature can be dealt with fairly, with certainty and in an efficient manner.

An offence under the Anti-Discrimination Code amounts to engaging in any conduct (whether through the use of language, gestures, actions or otherwise) which is likely to offend, insult, humiliate, intimidate, threaten, disparage or vilify any reasonable person in the position of a player, Player Support Personnel or any other person (including a spectator) on the basis of their race, religion, culture, colour, descent, national or ethnic origin.

Penalties range from a reprimand to a lifetime ban, and are considered in accordance with the players history, severity of offence, whether it is a repeat offence and other factors.

These codes can be found on the ICC and Cricket Australia websites at:

[www.icc-cricket.com/about/cricket/rules-and-regulations/playing-conditions](http://www.icc-cricket.com/about/cricket/rules-and-regulations/playing-conditions) and  
[www.cricketaustralia.com.au/cricket/rules-and-regulations](http://www.cricketaustralia.com.au/cricket/rules-and-regulations)

6

### The Cricket Australia Anti-Harassment Code

The Anti-Harassment Policy prohibits unwelcome sexual advances or conduct where a reasonable person would be offended, humiliated or intimidated, and is defined in the eye of the receiver not the instigator.

The Code applies to all person's subject to the Cricket Australia Code of Conduct. The Policy applies if a person is subjected to harassment which occurs during the course of any Cricket Australia business, activities, matches or events.





## Player Employment Conditions

### What employment conditions govern players?

The MOU agreed between ACA (on behalf of its members) and CA (on its behalf and on behalf of its State Associations and W/BBL teams) is the basis on which to build on the success of Australian cricket and is the legal framework that governs the terms and conditions that support our elite players. The ACA and CA agreed to an MOU built on the following provisions:

- One agreement for all male and female players for the first time in Australian cricket;
- A revenue sharing model, ensuring all players – male and female – are partners in the game of cricket;
- A gender equity-pay model;
- The biggest pay rise in the history of women's sport in Australia;
- A revenue sharing model in which players share in up to 30% of Australian Cricket Revenue.
- W/BBL Overseas Playing Contract;
- Overseas Club/Team Playing Agreements – CA /State/W/BBL players;
- An approval form to play in overseas competitions;
- Details on Domestic and International Scheduling;
- A Framework for a new Standing Scheduling Advisory Group (SSAG);
- State Player Contracting and Remuneration Rules;
- An approval to transfer to another state association;
- W/BBL Contracting and Remuneration Rules;
- W/BBL Medical Certificate forms;
- CA Licensing Classifications;
- Allocation of player payments pool and Australian Performance Pool;
- An Other Sport Approval form;
- Players Parental Leave Policy
- Interim Training Engagement Letter.

The five-year agreement sets a clear remuneration, benefits and relationship strategy for CA, State Associations, W/BBL teams, the ACA and the players to work together in partnership under a clear set of rules and procedures that govern various aspects of the relationship.

The MOU also references or includes in schedules a number of important documents, including:

- General Conditions for all Player Contracts;
- Marketing Contracts between CA and a player (or their nominated licensee entities);

In addition, it should be noted that players may agree to additional obligations during the term if they execute other agreements, such as by executing an Additional Services Agreement (ASA) or standard squad terms to participate in ICC Events such as ICC World Twenty20 tournaments or ICC World Cup tournaments. These other agreements may impose additional obligations and restrictions on players in relation to those events and grant additional rights to the bodies conducting those events and their commercial partners.

## Memorandum of Understanding (MOU)

The MOU provides rules and procedures which govern the relationship between the players, Cricket Australia, State Associations and W/BBL Teams amongst others, including:

- Distribution of a proportion of Australian Cricket Revenue to players via a Player Payment Pool and a Performance Pool;
- Contracting of players by CA, States and W/BBL teams;
- Personal sponsorship and media agreements;
- Approval and conditions of players playing for overseas clubs and teams;
- Promotional and behavioural obligations;
- Use of players' attributes for licensing and merchandising activities;
- Transfer of players between State Associations and W/BBL teams;
- Commercial activities of the ACA;
- Establishment of the CA-ACA Grassroots Fund (CGF);
- Professional Development Program;
- Past Player Programs;
- Support for the ACA Player Agent Accreditation Scheme.

All standard playing contracts (i.e. CA, State, Rookie and W/BBL) are incorporated by reference into and, as such, form part of, the MOU.

## Playing Contracts and the Contracting Process

The General Conditions of Contract (General Conditions) have been agreed by the ACA and CA, and form part of the contracts of all elite Australian and Domestic players. A General Conditions will now cover contracting for the following players:

- CA contracted players;
- State contracted players;
- W/BBL contracted players;
- Players contracted for State or Tour matches;
- Rookie male contracted players.

A W/BBL Overseas Playing Contract (that is different to the General Conditions) will be used to contract all overseas players who wish to play in the Big Bash League or Women's Big Bash League.

Other contract points to note include:

- All contracts expressly refer to and include the provisions of the MOU, such as in relation to a player's share of Australian Cricket Revenue.
- Multi-year contracts are available for:
  - CA contracted players
  - State contracted players
  - W/BBL contracted players
  - Rookie male players
- Current players can be contracted under multiple contracts at the same time:
  - i.e. CA Contract, State Contract, and/or W/BBL Contract

If any changes are proposed to be made by CA, a State Association or W/BBL Team to the General Conditions or any special conditions are sought to be imposed, please contact the ACA – as there is an approval process that must be complied with between the ACA and CA.

## CA Player Contracts

CA must enter into CA Player Contracts with a minimum of 17 and up to a maximum of 20 players for the CA men. CA must enter into CA Player Contracts with a minimum of 12 and up to a maximum of 15 players for the CA women. CA will notify the ACA and State Associations of these players by 30 April of each year.

Players offered CA Player Contracts may have the ability to negotiate the length of these contracts, but the amount of the contract retainer will be determined according to the player's ranking by the National Selection Panel (NSP), subject to pre-agreed minimum retainers and fees. Players outside the initial group offered CA Player Contracts can still earn an upgrade to one of these contracts by playing (i.e. in the selected XI) for Australia during the year and earning 12 upgrade points.

CA upgrade points are allocated as follows:

	Test	ODI	T20I
<b>CA Men</b>	5 points	2 points	1 point
<b>CA Women</b>	4 points	2 points	2 points

*\*For concussion replacement upgrade information please see page 64.*

A player upgraded to a CA Player Contract receives the minimum retainer amount (see Player Benefits section of this handbook).

Players contracted under CA Player Contracts may not enter a State Player Contract for the period of their CA Player Contracts. They may, however, be required to play and train for their State team under their CA Player Contracts. Players contracted under CA Player Contracts may, however, enter into a W/BBL Contract with a W/BBL Team for the same period.

CA players have no obligation to play in the W/BBL unless they have entered a W/BBL Contract.





### Cricket Australia (CA) Marketing Contracts

For each contract year, CA will enter into CA Marketing Contracts with CA marketing players or their nominated licensee entities providing for additional payments from a pool of marketing funds payable for the performance, as directed by CA, of player appearances and the use of player attributes. These contracts are entered into by CA with either a player or a nominated licensed entity (such as a trustee of a player's family trust) which is a licensee of the player's marketing rights (known as a 'Licensee Marketing Contract').

These offers will be made to all of the 17 to 20 male players and all of the 12 to 15 female players who are offered CA Player Contracts prior to the start of the contract Year.

CA may offer up to eight (8) further players (or their nominated licensee entities) CA Marketing Contracts.

This financial return for players is in the form of the payment of a share of an overall pool of funds known as 'the Marketing Pool' following the end of the relevant contract Year.

Each player's (or nominated licensed entity) share of the Marketing Pool is determined by reference to the number of marketing points the player is allocated in the course of the contract year and as a percentage of total points earned by all players. No CA marketing player shall perform more than 30 player appearances in any contract year. If they do, they will not be paid for these additional appearances from the Marketing Pool and should thus negotiate and agree to be paid additional fees by CA, the State Association or W/BBL Team requesting such appearance.

Marketing points are allocated in accordance with a formula agreed by CA and the ACA, the number and nature of the player's appearances and uses of their attributes and level of their "marketability" as determined by an independent consultant.

Players are advised to seek independent advice about whether they should nominate a party to enter into a Licensee Marketing Contract. The ACA can assist by referring players to suitable advisors, if requested.

### Domestic Marketing Fund

All State contracted players and W/BBL contracted players who are not party to a CA Marketing Contract are eligible (but not obliged) to earn additional payments from a budget of marketing funds payable to the player for undertaking marketing activities beyond the mandatory number of player appearances under the players contract(s) if requested by CA, the players State or W/BBL teams and agreed to by the player.

\$500,000 a year in funding was allocated to this program in the first two years of this MOU (\$1,000,000). These funds are nearing exhaustion. This initiative will only continue until funding is exhausted.

### State Player Contracts

Each State Association is obligated to contract between 16 and 20 male players and 14 female players under State Player Contracts in each contract year, excluding upgrades and players who hold Rookie Contracts. Players outside the initial group offered State Player Contracts can still earn a full State Player Contract by playing for their State during the year and earning 12 upgrade points.

State Player Contracts do not apply to the W/BBL. Players contracted under State Player Contracts may participate in the W/ BBL by entering into a separate W/BBL Player Contract (or by being contracted as a Replacement W/BBL player).

Current rules governing the contracting of players under State Player Contracts are set out in the State Player Contracting and Remuneration Rules.

### State Upgrades

**5 points** – Four-Day Tour Match or Sheffield Shield Match.

**4 points** – Two-Day or Three-Day Tour Match.

**3 points** – Limited overs Tour Match or Interstate One-Day Match.

Once a player has been allocated 12 points the player's State Association will offer the player a State Player Contract. Overseas International Players will not be able to be upgraded to a State Player Contract, but will be entitled to match fees.

*\*Please refer to page 64 for State Player Concussion Substitute upgrade information.*

## W/BBL Player Contracts

W/BBL Player Contracts can be signed in addition to CA/ State/ and or Rookie Player Contracts.

W/BBL Teams may enter into single or multi-year W/BBL Player Contracts with players.

W/BBL Teams cannot enter into W/BBL Player Contracts with a player who is contracted to another W/BBL Team.

By no later than the BBL contracting end date, each BBL team must have entered into:

- 18 BBL Player Contracts, up to three of which may be with overseas players;
- 1 BBL Development Rookie Contract (that are not governed by the MOU and the form of which has not been agreed by the ACA);

There are extensive rules that govern overseas replacement players, if a BBL Team's overseas player is unavailable.

If a BBL Team's three (3) primary overseas players are not available for the full tournament, it may contract a maximum of four (4) overseas players as replacements. For further details please refer to the contracting rules.

By no later than the W/BBL contracting end date, each W/BBL team must have entered into:

- 15 W/BBL Player Contracts, and the initial W/BBL teams must not contain:
  - More than three (3) primary overseas players; or
  - In aggregate, more than five (5) primary overseas players and Australian player under the Marquee Player Restrictions.

There are also rules governing the mix of overseas, Australian and other players during the course of a season, as set out in the rules.

If a W/BBL Team's three (3) primary overseas players are not available for the full tournament, it may contract a maximum of one (1) overseas

player as a replacement. For further details please refer to the contracting rules.

Each local W/BBL players can also be replaced in a W/BBL Team's squad in the case of injury, national commitments or exceptional circumstances as set out in the contracting rules. Local Replacement Players are contracted under W/BBL Replacement Player Contracts and receive a Match Payment for each W/BBL Match for which the player is a member of the W/BBL Team Squad.

Note, changes to the list of CA contracted players and existing multi-year W/BBL contracts may cause clubs to exceed the five primary overseas 'W/BBL marquee player restriction.' In this case existing W/BBL contracts will be honoured but W/BBL teams will not be able to enter into new contracts with primary overseas players.

## Rookie Player Contracts (State Male Players)

Rookie Player Contracts can only be offered to players under 23 years of age at the commencement of the contract Year.

Rookie Contracts may only be offered for a period of one (1) or two (2) contract years and the Rookie player must satisfy the age restriction at the commencement of the second year.

Each State Association must contract between three (3) and six (6) players under Rookie Player Contracts each year. In order to play in a Sheffield Shield match, One Day Domestic match or Tour match, a Rookie player must enter into a State Match/Tour Contract.

Rookie Player Contracts do not apply to State female competitions (such as the WNCL) or the W/BBL.

A Rookie player can be upgraded to a minimum State contract by earning 12 State upgrade points (as explained in the State Player Contract section above).

## CA Match/Tour Contracts & State Match Contracts

Players can be selected in CA and State Association teams from outside the list of contracted players.

Any such player must sign a CA or State Match/Tour Contract (as applicable) that, as with all other contracts, details the obligations and restrictions required of players.

Players can be upgraded from a Match/Tour Contract to a full Player Contract by earning 12 upgrade points.





### State Player Contracting & Remuneration Rules; and W/BBL Player Contracting & Remuneration Rules

These documents set out rules concerning the contracting process and remuneration rules for State, Rookie and W/BBL players including:

- Eligibility for contracts;
- Number of contracts available;
- Contracting process;
- Match Contracts (for interstate competitions) and Replacement Players (for W/BBL);
- Contract upgrades (to State Player Contracts and CA Player Contracts only);
- Salary cap regulations;
- Rules relating to the performance of additional services by players.

### Overseas Club/Team Playing Agreement

The Overseas Club/Team Playing Agreement (OCPA) is a three-way agreement that must be signed by Cricket Australia or the player's State Association, the player and the overseas club or team before any CA or State contracted player is permitted to play for an overseas club/team (which usually occurs outside the Australian cricket season). This is a requirement of the approval process for these players to play overseas.

If a player holds a W/BBL Player Contract and will be overseas during the W/BBL Competition Period, the player and their overseas club team will also need to enter an OCPA with their W/BBL Team.

The OCPA covers the following:

- An acknowledgement that the player may be required to participate in series or tours for CA/ State Association (or in some cases, W/BBL Team) during the term of the overseas agreement, if selected;

- A warranty by the player that they are not suffering from any injuries or illnesses that are likely to be exacerbated by playing overseas;
- A warranty by the overseas club/team that it has an insurance policy in place that will cover player injury or illness;
- An obligation for players to submit to medical testing if required by CA/State Association (or in some cases, the W/BBL Team);
- An obligation for the overseas club/team and player to advise CA/State Association (or in some cases, the W/BBL Team) if the player suffers any injury or illness while overseas;
- An obligation for the player and overseas club/team to use only medical practitioners approved by CA/State Association (and/or W/BBL Team), except in the case of an emergency, and for all details of treatment to be provided to CA/State Association (and/or W/BBL Team);
- CA/State Association (and/or W/BBL Team) may have a right to terminate the OCPA where the player becomes injured or ill;
- Limitations on a players' right to seek injury payments from CA/State Association (and/ or W/BBL Team) for injuries/illnesses incurred under the overseas contract;
- An obligation regarding for the date of players' return to Australia;
- An obligation for player compliance with CA Code of Conduct, CA Anti-Corruption Code and CA Anti-Doping Code while overseas;
- Rules relating to the reduction in player retainers while playing for an overseas club/team;
- Restrictions on player appearances and other use of player attributes for marketing and promotional activities for overseas teams/ Cricket Boards and sponsors.

# Player Benefits

## What benefits do players receive?

The ACA has negotiated numerous benefits for players at all levels. Major benefits include:

- Remuneration
- Injury and insurance
- Licensing
- Player leave period
- Partner and family benefits
- Tickets



## Remuneration and Benefits

### A summary of each benefit follows

Australian Cricket Revenue (ACR) represents the annual consolidated revenue of CA and the State Associations and, if any, W/BBL entities from certain cricket related activities set out in the MOU. Under the MOU, 27.5% of ACR is allocated to the Player Payments Pool (PPP). The PPP is used to fund player payments and benefits. In addition, 2.5% of ACR is allocated to the Australian Team Performance Pool (to provide performance based bonuses for players in CA teams).

### Player Payments

In consideration of the players services and promises under the Player Contracts, the employer agrees to pay the players the following amounts as applicable:

- Retainer;
- Squad, team and match payments;
- Any CA performance payments;
- Injury payments;
- Tour payments;
- Prize money; and/or
- Any other allowances.

Eligible Players may also be entitled to a share of the PPP Adjustment Ledger, as set out in the MOU.

### Retainers

All CA, State and W/BBL contracted players receive a retainer (excluding those contracted only on Match/Tour/Replacement Player Contracts). This is generally an annual retainer which is provided in the form of a set monthly payment, except for W/BBL retainers which are paid in three (3) installments. For the W/BBL that is in October, November and December and for the BBL its is December, January and February.

However a W/BBL team and player may agree to increase the number of installments above three (3).

*\*Any players who receives an upgraded to a CA or State Player Contract will be upgraded to the minimum contract amount (CA upgrades are paid "net" of any state retainer amounts received under a State Player Contract for the same contract Year).*

*\*\*State Match Fees & W/BBL local replacement player match payments. State Match Contracted players don't receive a retainer until the player earns enough upgrade points to earn a contract upgrade (match fees shown on page 53). Local replacement players in the BBL receive a match fee of \$2,200 and W/BBL players a match fee of \$650 per match while they are in the W/BBL Team Squad.*

*\*\*\* In June 2020, players agreed to adopt a percentage retainer model, whereby some players may agree to signing their schedule as a percentage of the salary cap.*

### Gender equity

From a remuneration perspective, the ACA and CA sought to develop a gender equitable base rate of pay model in conjunction with its external consultants. Under the model all players are said by CA to receive the same base hourly rate of pay regardless of gender to which premiums are applied by CA for such things as representing Australia and commercial measures such as a TV audience, match attendance and public awareness.

For female players, the State Associations and/or W/BBL teams, will use reasonable endeavours to schedule training sessions and other commitments outside the hours of 10am-4pm on weekdays.

Being employed part-time also means players are able to participate in other work or study, including other professional sports upon agreement with the employer.

The maximum and minimum retainer values for 2021-22 are:

#### Male

	CA	State	Rookie	BBL
<b>Maximum</b>	No Maximum	\$188,632	\$43,091	No Maximum
<b>Minimum</b>	\$313,004	\$74,557	\$43,455	\$ 40,832

#### Female

	CA	State	WBBL
<b>Maximum</b>	No Maximum	\$44,000	No Maximum
<b>Minimum</b>	\$87,609	\$29,000	\$ 11,584

### Marketing Contracts

All players who enter into a CA Marketing Contract (or nominated licensee entities) are eligible to participate in the Marketing Pool of \$4,800,000 plus GST in 2021-22. The workings of the marketing contract system are more fully explained under the "Employment Conditions" section of this handbook.

The Marketing Pool is distributed among players (or nominated licensee entities) following the end of the contract year based on how many Marketing Points each player (or player licensee) has accumulated, in comparison to the total

number accumulated by all players (or player licensees) and the marketing value of each player.

A domestic marketing fund can currently be accessed by domestic players. It will be utilised by players who have completed their contracted number of appearances and are looking to do more for a fee of \$500 per appearance and will focus on game development activities.

\$500,000 a year in funding was allocated to this program in the first two years of this MOU (\$1,000,000).

These funds are nearing exhaustion. This initiative will only continue until funding is exhausted.



### Match Fees

#### (i) CA Teams

Players who are part of CA Test, ODI or T20 squads receive either a squad fee or a match fee in relation to each match for which they are squad members.

If the player plays in the relevant match (as a member of the XI), they will receive the relevant

match fee. If the player is a member of the squad, but does not play in the match, they will receive the squad fee. Members of Australia A squads all receive the same fee.

In the case of overseas matches, a weighting is placed on the below match and squad fees.

For 2021-22, CA match fees and squad fees are as follows:

#### CA Male

Match Type	Squad Fee (Outside playing XI)	Match Fee (In playing XI)
Test match	\$15,225	\$18,270
ODI Match	\$6,090	\$7,308
T20 International	\$4,568	\$5,482
Australia A (4 days)	\$8,358	\$8,358
Australia A (1 day)	\$3,343	\$3,343
Australia A (T20)	\$2,435	\$2,435

\*For concussion replacement match fee information please see page 64.

#### CA Female

Match Type	Squad Fee (outside playing XI)	Match Fee (In playing XI)
Test Match	\$4,588	\$5,506
ODI Match	\$2,622	\$3,146
T20 International	\$1,966	\$2,359
Australia A (4 days)	\$3,006	\$3,006
Australia A (1 day)	\$1,716	\$1,716
Australia A (T20)	\$1,287	\$1,287

\*For concussion replacement match fee information please see page 64.

\*\* Match Fees in this handbook are determined by adding a Player's Squad Fee & Team Fee together, as set out in their contract and in the MOU.

## (ii) State Teams

All players who are selected for state matches (as a member of XI) will receive the same match fee. In Marsh One-Day Cup and Marsh Sheffield Shield matches, the 12, 13, and 14th player are entitled to 80% of the Match Fee. See Rule 12.2 of the State PCR Rules.

The prescribed amounts for 2021-22 are:

### Male

Match Type	Match Fee
Marsh Sheffield Shield	\$5,029
Marsh Cup One Day Domestic	\$2,011
Tour Match (4 Days)	\$5,029
Futures League or State Second XI	\$290 per day

*\*For concussion replacement match fee information please see page 58.*

### Female

Match Type	Match Fee
WNCL	\$1,716
Tour Match (1 Day)	\$1,716

*\*For concussion replacement match fee information please see page 58.*

## (iii) W/BBL Teams

W/BBL players do not receive separate match fees, although local replacement players receive payment of \$2,200 for the BBL and \$650 for the WBBL multiplied by the number of matches played by the W/BBL team while the player is a member of the W/BBL team's squad of 18 or 15 players respectively.

## Australian Team Performance Payments

The amount of \$41.7m for the five-year term will be allocated to the Performance Pool (from which the players are contributing \$1.7m to the CA-ACA Grassroots Fund (CGF) as well as up to \$12.5m based on team performance as set out in Article 5.3). \$41.7m is the 2.5% share of the ACR estimate for the term.

In 2021-22 the amount available to CA players is \$8,750,327. This amount is comprised of four main components.

### (i) Match Win Bonuses

Match win bonuses are payable to every squad member for every match won by Australian teams. In 2021-22, each member of the squad will earn the following for each match win:

#### Male

- > Test – \$8,205
- > ODI – \$3,282
- > T20 – \$2,461

#### Female

- > Test – \$1,391
- > ODI – \$556
- > T20 – \$417

## (ii) Other Bonuses

There are other bonuses payable to every squad member for a range of other scenarios set out in Article 8 of the MOU, such as bonuses for:

- > Tied Test, ODI and International T20 Matches;
- > Drawn Away Test Matches Against Top 4 Ranked Teams;
- > Test, ODI and International T20 Series Wins;
- > Drawn Test, ODI and International T20 Series.

## (iii) Team ICC Official Ranking Bonuses

ICC official ranking bonuses will be payable on a format by format basis where any of the Australian teams are ranked in the top 2 at the end of the relevant official rankings year which is the later of:

1. Before 1 April; or
2. If either of the Australian men's or women's cricket teams are participating in an overseas tour on 1 April in a contract year, then in relation to that team, the day after the final day of that overseas tour;

In 2021-22 each member of the squad (on a pro rata basis) may earn a share in the following:

#### Male

- > Test Ranking – 1st – \$1,028,167
- > Test Ranking – 2nd – \$514,084
- > ODI Ranking – 1st – \$414,336
- > ODI Ranking – 2nd – \$207,168
- > T20 Ranking – 1st – \$92,075
- > T20 Ranking – 2nd – \$46,037

#### Female

- > Test Ranking – 1st – \$23,615.92
- > Test Ranking – 2nd – \$11,807.96
- > ODI Ranking – 1st – \$101,222.18
- > ODI Ranking – 2nd – \$50,611.09
- > T20 Ranking – 1st – \$30,358.90
- > T20 Ranking – 2nd – \$15,179.45

## (iv) Team ICC Annual Rankings and Events Bonuses

ICC annual rankings bonuses will be payable on a format by format basis where any of the Australian teams are ranked in the top two for that particular year.

In 2021-22 each member of the squads (on a pro rata basis) may earn a share in the following:

#### Male

- > Test Ranking – 1st – \$1,028,167
- > Test Ranking – 2nd – \$514,084
- > ODI Ranking – 1st – \$414,336
- > ODI Ranking – 2nd – \$207,168
- > T20 Ranking – 1st – \$92,075
- > T20 Ranking – 2nd – \$46,037

#### Female

- > Test Ranking – 1st – \$23,615.92
- > Test Ranking – 2nd – \$11,807.96
- > ODI Ranking – 1st – \$101,222.18
- > ODI Ranking – 2nd – \$50,611.09
- > T20 Ranking – 1st – \$30,358.90
- > T20 Ranking – 2nd – \$15,179.45

*\*\*Figures subject to change by agreement between CA and the ACA where significant schedule changes occur.*



### Superannuation

All contracted players are entitled to receive superannuation contributions in accordance with statutory requirements. These amounts are exclusive of players' retainer amounts.

All ACA members have the opportunity to join the Australian Cricket Superannuation Plan Fund (ACSP). This fund, in many cases, can offer significant fee and insurance discounts. For more information please contact the ACA on 03 9698 7200.

### Australian Cricketers' Retirement Account

The Australian Cricket Association (ACA) in collaboration with Cricket Australia (CA) modernised the current Australian Cricketers'

Retirement Account. It was expanded to now include all female contracted players, moved to an investment model with annuity style payments that helps players transition into the next phase of their life after cricket, as well as assisting them in ensuring long term financial prosperity.

As in previous years, payments are made into the ACRA Account each time a Player (excluding overseas players and BBL Rookies) enters into a CA, State, State Rookie or W/BBL Player Contract (**Base Payment**) and each time they participate in an international, top-level domestic or tour match (**Match Credits**). Extra ACRA may also be allocated as part of the draw down of the players' Adjustment Ledger in accordance with the MOU.

The ACRA **Base Payment** amounts for 2021-22 as per MOU Part (I) of Schedule J, are:

	Season	CA	CA Credit	State	State Credit	Rookie	W/BBL
<b>Male</b>	2021-22	\$20,477	\$2,047	\$3,456	\$346	\$1,728	\$1,728
<b>Female</b>	2021-22	\$3,456	\$1,728	\$346	\$216	-	\$346

Match credits are accrued at the following rates:

Match Type	Credit
Sheffield Shield & State three- or four-day Tour Match	1 State Credit
Male Domestic One-Day Cup and One-Day Tour Match	0.5 State Credit
BBL Match	0.25 State Credit
WNCL Match and One-Day Tour Match	1 State Credit
WBBL Match and One-Day Tour Match	0.5 State Credit
Male Test Match	1 CA Credit
Male One-Day International	0.5 CA Credit
Male Twenty 20 International	0.25 CA Credit
Australia A Match	0.2 CA Credit (Male & Female)
Female Test Match	1 CA Credit
Female One-Day International	0.5 CA Credit
Female Twenty 20 International	0.25 CA Credit

The ACRA benefit calculated in accordance with the Rules and accrued in the Account will be paid to Eligible Uncontracted Players on the 30th November (Initial Payment Date) in the relevant

year in the manner as detailed in the Payment Table (below), and in such other manner in accordance with the Rules and relevant taxation legislation.

Balance Range	Initial Lump Sum Payment	Periodic Payment Term
Up to \$125,000	100%	N/A
\$125,001 — \$300,000	30%	3
\$300,001 — \$500,000	30%	5
\$500,001 — \$750,000	25%	7
\$750,001 — \$1,250,000	20%	10
More than \$1,250,000	15%	15

\*For further information, please refer to the ACRA Disclosure Document provided by the ACA.

## Concussion Substitutes and Replacements

Both the ICC and Cricket Australia playing conditions allow for a player to be replaced or substituted if they sustain a concussion or suspected concussion as a result of a head or neck injury during the course of the relevant match and other circumstances set out in the relevant playing conditions apply. The player who replaces the concussed player is called a 'Concussion Replacement' in International cricket and a 'Concussion Substitute' in domestic Australian cricket.

A Concussion Replacement or Concussion Substitute is assumed to "play in a match from the point at which they are approved in that capacity by the Match Referee". In a multi-day match, if such approval is granted prior to the end of play on the day the concussion occurs then the Concussion Replacement or Concussion Substitute will be paid and receive upgrade points, for that day. If

the approval is granted following the conclusion of play, then it is assumed the Concussion Replacement or Concussion Substitute will begin to "play" from the beginning of the following day and be paid and receive upgrade points from the following day onwards.

### Payments for Concussion Replacements:

A Concussion Replacement will be paid a Squad and Team Fee or Match Fee for the days they are deemed to have "played", calculated as a pro-rata allocation of the relevant Squad and Team Fee. For example, if a player joins on day 2 of a 4-day game, they receive 75% of the Fee.

### Payments for Concussion Substitutes:

A Concussion Substitute will be paid a Match Fee for the days they are deemed to have "played", calculated as a pro-rata allocation of the relevant Match Fee. For example, if a player joins on day 2 of a 4-day game, they receive 75% of the Fee.

## Upgrades to CA Player Contracts

Concussion Replacements will be allocated CA Upgrade Points in accordance with following tables.

### Men's teams:

Match	Concussion Replacement				
	1 Day	2 Days	3 Days	4 Days	5 Days
TEST	2 points	3 points	4 points	5 points	5 points
ODI	2 points				
T20I	1 point				

### Women's teams:

Match	Concussion Replacement			
	1 Day	2 Days	3 Days	4 Days
TEST	2 point	3 points	4 points	4 points
ODI	2 points			
T20I	2 point			



## Upgrades to State Player Contracts

Concussion Substitutes will be allocated State Upgrade Points in accordance with the following tables.

### Men's teams:

Match	Concussion Replacement				
	1 Day	2 Days	3 Days	4 Days	5 Days
Sheffield Shield	3 points	4 points	5 points	5 points	
Domestic One Day Cup – Marsh Cup	3 points				
4D Tour Match	3 points	4 points	5 points	5 points	
3D TM	3 points	4 points	4 points		
2D TM	3 points	4 points			
1D TM	3 points				
T20 TM	3 points				

### Women's teams:

Match	Concussion Replacement			
	1 Day	2 Days	3 Days	4 Days
WNCL	3 points			
4D Tour Match	3 points	4 points	5 points	5 points
3D TM	3 points	4 points	4 points	
2D TM	3 points	4 points		
1D TM	3 points			
T20 TM	3 points			

### ACRA Match Credits:

Concussion Substitutes or Concussion Replacements will qualify for an ACRA Match Credit on a pro-rata basis equivalent to the percentage of the Match/Team Fee or similar payment they receive pursuant to the MOU.

## Travel Allowance

Players on team travel with State Associations and W/BBL teams (away from the home base of the relevant team) receive a "night's away" allowance of \$75 per night.

## Captain's Allowance

The Australian captains and vice-captains receive additional allowances.

Captains and vice-captains of Australian teams receive a premium on their squad fees. The captain will receive a 30% premium on top of their squad fee, with the vice-captain receiving a 10% premium.

A premium of 20% will be paid in addition to the match fee for the captain of Sheffield Shield, Marsh One-Day Cup, WNCL and Tour matches. This fee is not applicable for W/BBL, Futures League or state second XI matches.

These allowances are in recognition of the additional duties and responsibilities performed by team leaders.

## Contingency & Residual Amounts

Player payments are determined and agreed annually by Cricket Australia and the ACA. Cricket Australia, the State Associations and the W/BBL clubs are then allocated an annual Player Payments Pool.

In the situation where State Associations and W/BBL clubs do not spend their allocation of Player Payment Pool (PPP) funding (i.e. a combination of retainers, match fees, payments, superannuation, contingency amounts etc.) remaining funds will be allocated to the 2017-22 PPP Adjustment Ledger.

With the introduction of an expanded finals series in 2019-20 any BBL team/squad that plays in more than 16 matches (including finals) per BBL Season will be paid a Finals Fee per additional match as follows:

- > The 18 Players in the squad will receive \$2,200 as a 'squad fee'; and
- > The 11 Players in the team who play will be paid an additional \$800 as a 'team fee';

## Adjustment Ledger Payments

Under the long-standing partnership and revenue share model between CA and the Players:

- > The players agreed share (27.5%) of CA's forecast ACR was allocated to the Player Payments Pool at the outset of the MOU.
- > The players agreed share of above forecast ACR (27.5%) during the term of the MOU is to be placed into the players' Adjustment Ledger to be allocated on a pre-agreed basis at the end of the MOU, such as to the Cricket Grassroots Fund, additional ACRA, player payments and general expenditure.

CA advised that due to its media rights agreements it was likely to achieve a substantial over forecast of ACR. Because of this CA and the ACA agreed to an Early Draw Down of the Adjustment Ledger to allow monies to flow to various areas during the MOU term. These have been used to fund amongst other things, the CGF and new initiatives such as additional WNCL matches and player wellbeing resources.

## Injury & Insurance

Below is a summary of injury and insurance benefits for players. This represents a summary only. Please contact the ACA for detailed individual advice.

### Injury Payments

The following provisions apply to CA contracted and State contracted players only, players should consult their contracts for full details of these payments.

Generally speaking, players are entitled to injury payments for matches/tours missed due to injury or illness equal to the amount they would have otherwise received as a match/ tour payment had they been selected in the relevant match or tour, provided that:

- They were selected in the team for the last match or tour of the same type (i.e. Test, ODI, T20 international, State First Class, Domestic One Day);
- They have not caused or contributed to the injury through negligence, breach of contract or wilful misconduct;
- They have not retired from the relevant form of the game;
- They use their best endeavours to recover as soon as possible;
- The injury or illness was not suffered while playing, training or other acting in connection with any other sport the subject of an Other Sport Approval Form e.g. if you were a contracted cricket player and were injured playing in the AFLW.

Payments are subject to a limit of either 104 weeks (e.g. where the injury or illness was incurred playing or training for CA, State or W/BBL team) or 52 weeks (where injury incurred outside contractual obligations). Injury payments are not payable for matches missed during the W/ BBL (however, under a W/BBL Player Contract, the player will continue to receive their retainer payments while injured).

### Medical Payments

Assuming players have taken out top level health insurance (inclusive of top level extras cover) as required by their contracts, the employer will pay any excess medical costs in relation to approved consultations, corrective surgery, medication, equipment or treatment and the amount recovered by the player from health insurance (i.e. the gap payments) for cricket injuries.

Players must be aware that only consultations, corrective surgery, medication, equipment or treatment that have been approved in writing in advance by CA/State/ W/BBL Team medical officers are required to be reimbursed.

Players must apply for such reimbursement within 60 days of the relevant treatment in order to receive reimbursement.

Under the 2017-2022 MOU and subject to certain limits, players exiting the game receive cover for post career medical expenses from cricket related injuries under the following circumstances:

### (I) Injury identified while contracted

In such situations, players will be entitled to receive reimbursement of any excess medical expenses for a period of six (6) months after the expiry of their contract for any cricket-related injuries. To be eligible to receive this reimbursement, players must continue to maintain top-level health insurance cover among other stipulations outlined in the General Conditions Contract.

### (II) Injury identified after contract expiry

In such situations, players will be entitled to receive a maximum of \$2,000 reimbursement for any gap medical expenses incurred in treating a cricket-related injury. As above, players will need to maintain top level health insurance to access this benefit.

In both cases the player must submit to a medical check-up with someone approved by CA or the State Association or W/BBL Team (as applicable) no later than two months after the expiry of their contract.

For full details regarding medical payments, please contact the ACA, or consult your Playing Contract.

### Health Insurance

All contracted players are required to obtain top-level private health insurance as per their contract obligations.

The ACA administer the Elite Cricketers Health Insurance Scheme, to support those players with a retainer of \$60,000 or below, with health insurance costs. This is funded from the Player Payments Pool (PPP).

These players have an option of obtaining comprehensive top hospital cover through the ACA/CA BUPA Scheme. Alternatively, these players can continue to pay for their own cover.

Any questions on the Elite Cricketers Health Insurance Scheme please contact Lachlan McKenna on 0425 104 652.

### Insurance Claims

Under the 2017-2022 MOU and Playing Contracts, players (or their families) may also be entitled to receive compensation from CA/States and W/ BBL teams (or their insurer) for a range of claims. These types of claims will be subject to the terms of CA's relevant Personal Accident and Travel Insurance Policies.

ACA Members also have the opportunity of obtaining their own Death, and Total and Permanent Disability cover by being a member of the Australian Cricket Superannuation Fund.

For any questions on this please contact Lachlan McKenna on 0425 104 652.

### Employment Compensation

If a player loses earnings from not being able to attend existing outside employment as a result of suffering an injury while performing their obligations under their cricket contract (e.g. playing or training), they may be entitled to be paid up to \$1,000 per week for up to 104 weeks, as compensation.

Players shall not be entitled to any payments in respect of lost income arising from participation, playing, training, or other actions in respect of other sports.

Players must continue to use their best endeavours to return from injury as soon as possible and are not eligible if the injury was caused or contributed by their own negligence or misconduct.



## Licensing

### What is licensing?

The Cricket Australia licensing program involves products which use Cricket Australia intellectual property, e.g., logos. Some products also feature player Attributes which means and includes, in relation to the Player, the Player's name, voice, signature, trade mark, image, likeness, performance and photograph, and any reproduction thereof.

### How and why is the ACA involved in the licensing program?

The ACA's involvement in CA Licensing is to ensure players receive payment for the use of their attributes in CA licensed products.

Under the MOU between the ACA and CA, any proposed Licensed Products which CA proposed to use the Attributes of a contracted or past player must be notified to the ACA to seek player

approval. For certain team based products, automatic approval will be granted.

Payment for use of player attributes will be made by CA directly to players or their nominated licensee entity on a quarterly basis. These payment periods are February, May, August and November.

### How are players involved in licensing?

Player attributes are important to, and play a significant role, in the sale of CA licensed products. In recognition of this fact, the ACA and CA have agreed to terms in the current MOU which reflect this.

The parties have agreed that CA has the right and ability to produce licensed products using player attributes. In return for granting these rights, players (or their nominated licensee entities under marketing contracts) will receive a share of the royalties CA receives, depending on the type of product.

### How are players paid for their involvement in licensing?

A schedule of the MOU details the revenue sharing arrangement. In summary:

<b>CA Product</b>	With no player attribute involvement <b>Revenue share = 80% to CA, 20% to players or their nominated licensed entities</b>
<b>Player Based Product</b>	With individual or team attribute involvement where the primary focus is on the individuals <b>Revenue Share: 20% to CA, 80% to players or nominated licensed entities</b>
<b>Generic Team Based Product</b>	Where two or more players are featured as a representation of Australian cricket <b>Revenue Share: 80% to CA, 20% to players or their nominated licensed entities</b>
<b>Commemorative Team Based Product</b>	Two or more players featured individually or as Team Based Product where the primary focus is on the team or the achievements of the team; <b>Revenue Share: 50% to CA, 50% players or to their nominated licensed entities</b>

## Player Leave

Players are entitled to six (6) weeks leave (Initial Leave Period) in each contract year during which the player will not be required to train for, play cricket for CA or State Association, mandated educational, media or team building activities, or perform player appearances unless the player agrees.

Contract	Australian	State	Rookie	W/BBL
Initial Leave Period	6 weeks	6 weeks	6 weeks	N/A***
Maximum Leave Periods	2	2	2	N/A
Additional Leave Period	1 week after each leave period	N/A	N/A	N/A

- For CA and State contracted players, the Initial Leave Period may be divided into no more than two (2) blocks where exercised reasonably;
- CA and State Associations may vary Leave Periods provided players are given 30 days notice of any variation;
  - Four (4) weeks of leave shall be deemed Annual Leave to comply with legislation;
  - Two (2) weeks of leave shall be deemed Long Service Leave to comply with legislation.
- Players are entitled to ten (10) days personal leave in accordance with legislation;
- Players are entitled to parental leave in accordance with legislation;
- Players are entitled to bereavement leave and other types of compassionate leave in accordance with legislation.

\*\*\* Although there are no formal leave periods under W/BBL Player Contracts, player obligations under those contracts are limited outside the W/BBL competition period.



## Players Parental Leave Policy

The ACA has succeeded in negotiating a paid Players Parental Leave Policy for the first-time for all contracted players. The landmark policy has provisions for parent players and pregnant players including;

- 3 weeks paid leave for a parent player (to be taken at time of birth or in first 12 months)
- 12 months paid parental leave for birth and adoption;
- Guaranteed contract extensions, where the player is on parental leave at the next contacting date.
- Travel and accommodation provisions for a support person for children up to 4 years.
- A player's children (2 years and over) will also be provided with premium economy airfares;
- CA will use reasonable endeavours to provide crèche facilities at international venues;
- To best service the Visitors' Period, an ACA staff member accompanies a CA staff member during each trip.

Players are encouraged to view the full policy by contacting Lachlan McKenna on 0425 104 652 or by viewing on the Cricket Australia website.

### Overseas Visitors' Period

- CA in consultation with ACA will determine a consecutive two-week period per contract year where it is practicable for a player's husband, wife, partner, dependent children (under the age of 18 years) to join the players on a nominated tour. The Visitors' Period will be agreed to by CA and ACA in January of each contract year;
- The Visitors' Period is available to the husband, wife, partner, dependent children (under the age of 18 years) of Australian contracted players that are selected to tour over the nominated dates;
- A husband, wife, partner, dependent children (under the age of 18 years), will receive return premium economy airfares from their home-port (if available), accommodation (including additional rooms for children), transfers and hospitality;

### Domestic Benefits

- A husband, wife, partner, dependent children (under the age of 18 years) or other approved person of players selected for the Boxing Day and/or New Year's Test match will receive return economy airfares, accommodation (including additional rooms for children), transfers and hospitality around these games;
- CA will host Christmas Day and New Year's Eve functions for players and families. Attendance is optional;
- CA will provide hospitality for families at each Australian venue during a Test Match;
- All CA players and their partners will be provided with return economy airfares and accommodation to attend the Australian Cricket Awards.

## Tickets

### Australian Players

#### (i) In Australia

Test in a player's home state	Ten (10) premium reserved or Members' Reserve tickets per day
Test not in a player's home	Six (6) premium reserved or Members' Reserve tickets per day
Limited overs International in player's home state	Ten (10) premium reserved or Members' Reserve tickets per day
Limited overs International not in player's home state	Five (5) premium reserved or Members' Reserved tickets per day

State Associations are requested by CA to provide such tickets in undercover areas.

#### ii) Outside Australia

Tests	Four (4) Members'/Reserved tickets per day
Limited overs matches (ODI or T20)	Four (4) Members'/Reserved tickets per day

State and W/BBL players will receive four members' tickets per day for all matches in which they are selected.

State Associations will advise players what hospitality benefits, if any, will be made available to those players for that contract year.

# Player Obligations/Team Rights

## General Conditions Contract

The terms set out in the General Conditions which apply to all players, whether they are employed by CA, a State Association and/or a W/BBL Team (except overseas W/BBL players).

## Multiple Player Contracts

A CA contracted player and/or a State contracted player may also enter into a W/BBL Contract with a W/BBL team of the player's choice.

## Basis of Employment

A player who has been offered any of the following contracts is engaged on a full-time basis:

- A CA Player Contract for the CA Men's Team; or
- A State Player Contract for a State Men's Team.

A player who has been offered any of the following contracts is engaged on a casual basis:

- A CA Match/Tour Contract;
- A State Match Contract;
- A W/BBL Contract.

A player who has been offered any other type of contract under these General Conditions is engaged on a part-time basis:

- e.g., A State Player Contract for a State Women's Team

## What Obligations Do Players Have?

By entering a Playing Contract, a player is required to agree to a number of obligations and restrictions. These include, amongst others, obligations and restrictions in relation to:

- Playing, training, educational sessions, media and meetings;
- Health and fitness;
- Player appearances;
- Player autographs;
- Use of player attributes;
- Compliance with codes and policies;
- Signing W/BBL Player Statutory Declarations.

## Playing, Training, Educational Sessions & Meetings

All contracted players agree to attend all training, educational sessions, reasonable media requests and meetings as directed by CA and/or their State Associations (or W/BBL Teams during the W/BBL season), and agree to play in all matches for which they are selected.



## Health & Fitness

Each player is required under their contract to use their best endeavours to keep fit and in first-class physical condition to enable them to play to the best of their ability in all matches for which they are selected.

Players also have obligations in relation to matters including: maintaining current health insurance, advising CA/States/BBL Teams of certain Medical Conditions and Injuries or Illnesses, obtaining written approval for medical treatment and submitting claims for gap payments within the required time.

## Player Appearances

All of the playing and marketing contracts under the MOU require a certain number of compulsory player appearances.

Where a player (or their nominated licensed entity) is a party to a current CA Marketing Contract with CA, the player appearances are performed under the CA Marketing Contract. In that case, the obligations to perform player appearances under the player's Playing Contract/s generally do not apply (because they are dealt with under that separate contract).

Where there is no current CA Marketing Contract in relation to a player, they will be required to perform player appearances under their playing contracts as per next table.

Player Appearances	Number
CA marketing players who are not (W/BBL contracted players)	18
CA marketing players who are (W/BBL contracted players)	19
CA Match/Tour Contract	7 (Men) during the term of the CA Match/Tour Contract 2 (Women) during the term of the CA Match/Tour Contract
State Player Contract (players who are not W/BBL contracted players)	16 (State Men) 6 (State Women)
State Player Contract (players who are W/BBL Contracted players)	16 (State Men and BBL) 6 (State Women and WBBL)
W/BBL Contract (players who are not State Contracted players)	16 (where the BBL retainer is greater than \$50,000) 8 (BBL Replacement players or where the retainer is equal to or less than \$50,000) 6 (WBBL)
Rookie Contract only	11
Rookie Contract (players who are also BBL contracted players)	15

#### Table Notes:

The following parameters apply to all player appearances unless otherwise agreed:

- Maximum of four hours per appearance (including reasonable travel time);
- Best endeavours to schedule maximum of one per day;
- Maximum of two per week and four per month;
- If the appearance is of a commercial nature, three or more contracted players must be used;
- If the appearance is for game promotion, one player may be used;
- Players are not required to perform player appearances during the Initial Leave Period or any other type of authorised leave;
- Employers will use best endeavours to give players at least seven (7) days' notice to perform any player appearances.

The mandatory number of player appearances cannot be more than 22 player appearances across all Player Contracts during a contract year. Players are not required to do more than the mandatory number of player appearances.

No CA marketing player shall perform more than 30 player appearances in any contract year.

If a CA marketing player is requested by CA to and agrees to perform more than 30 player appearances, the relevant CA marketing Party will not be allocated marketing points; payment for these additional appearances must not be made from the CA marketing pool.

#### Player Autographs

CA contracted players are required to attend team signing sessions and to sign:

- For each Test series in which they participate in Australia – 253 items (bats and/or team apparel or other CA products).
- For each ODI series in which they participate in Australia – 253 items (bats and/or team apparel or other CA products).
- For each Twenty20 series in which they participate in Australia – 103 items (bats and/or team apparel or other CA products).

- For each overseas Tour in which they participate – 103 bats.
- For each class of bats the player signs, the player will be provided with one fully signed bat. Players can only distribute these bats according to the specific terms of their contract.
- State contracted players are required to attend no more than two State team signing sessions per contract year.
- W/BBL contracted players are required to attend no more than one signing.

#### Media Commitments

All players are required to make themselves available for news-related media commitments or media commitments for promotion of the game, as reasonably required by their teams (CA, State Association and/or W/BBL Team, as applicable).

Further details of this obligation are set out in the table in the next page.

Contracts Held by Player	Timing of Media Obligations (reasonable times only)
CA Player Contract and W/BBL Player Contract	Year round (as directed by CA, State or W/BBL Team) excluding Initial Leave Period
CA Player Contract (no W/BBL Player Contract)	Year round (as directed by CA and State) excluding Initial Leave Period
State Player Contract or Rookie Player Contract and W/BBL Player Contract	State Association directed — complete year-round (excluding Initial leave period) W/BBL Team directed – within the W/BBL Competition Period
State Player Contract or Rookie Player Contract	Year round (as directed by State) excluding Initial Leave Period
W/BBL Player Contract only	Within the W/BBL Competition Period only (except where do not materially interfere with any outside work, study, playing, training, or commercial commitments or reasonable holiday plans)
CA Match/Tour Contract	During the term of CA Match/Tour Contract (as directed by CA)

Obligations to undertake media activities also apply under State Match Contracts and W/BBL Replacement Player Contracts. These are not addressed in the above table.

### Use Of Player Attributes

Contracted players (or their nominated licensee entities if they have signed a Licensee Marketing Contract) grant CA, their State Associations, their W/BBL teams certain rights to use their Attributes and permit certain sponsors and official suppliers to use their Attributes in accordance with their Playing Contracts or CA Marketing Contracts.

Where a player (or their nominated licensee entities) holds a CA Marketing Contract, the player (or their nominated licensee entities) will be allocated with marketing points for the usage.

There are six ways players' attributes may be used:

#### Game Promotion/Game Development

CA, State Associations and/or W/BBL Teams can use a player's attributes where the dominant purpose of the use is for the publicity and the promotion of cricket generally in amongst other things or any match, tour or series. They can use a player's attributes in publications and educational materials of a strictly non-commercial nature. The player's attributes can only be used beyond the term of the contract for these purposes if included in existing audio-visual material.

Where used in this manner, attributes of single or multiple players may be used.

In most circumstances CA, States Associations and/or W/BBL Teams must give players seven days notice of any intended use of player's attributes and players may refuse to allow the use of their attributes on 'reasonable professional grounds' and must do so within two business days of the notice provided.

#### Cricket Australia/State Association/ W/BBL Team Major Sponsors

Player attributes may be used during the term of a player's Playing Contract by those organisations which are nominated as CA, State Association or W/BBL Team Major Sponsors in accordance with MOU requirements. The number of Major Sponsors applicable to each category of Player Contract is as follows:

- CA Contract – nine (9) Major Sponsors per Calendar Year;
- State Contracts – two (2) Domestic Competition Sponsors for State Men's Competitions and one (1) Domestic Competition Sponsor for the State Women's Competition;
- W/BBL Contracts – one (1) Competition Sponsor Domestic for each of the BBL and WBBL.

All applicable CA, State Association and W/BBL Team Major Sponsors applicable to a particular player (or status of Playing Contract) are detailed in a Schedule to the players' Playing Contract. Members should note that these sponsors may be substituted from time-to-time in accordance with rules set out in the MOU.

Typically, a player's attributes would be used in advertising campaigns for these sponsors. In order to ensure any use of a player's attributes represents a team rather than individual

endorsement, there are a number of rules restricting such use by major sponsors including:

- Attributes of three (3) or more contracted players must be used in equal exposure; and
- The promotional/advertising activity must identify the link between CA, State Associations and /or W/BBL Team and the sponsor.

In addition, Cricket Australia contracted players' attributes cannot be used:

- In more than three national campaigns per year (inclusive of a maximum of two national TV campaigns);
- By the same sponsor in a national campaign more than once per year; or
- By the same sponsor in a national campaign in more than two consecutive years.

CA, State Associations and W/BBL Teams must give players seven (7) days notice of any intended use of player attributes and players may refuse to allow the use of their attributes on 'reasonable professional grounds' and must do so within two business days of the notice provided by CA/State/ W/BBL Team.

#### Major Award Winners

If a CA Contracted Player wins a major individual award such as the Allan Border Medal, Belinda Clark Award, the Player of the Series or Most Valuable Player award, the Player will pose for a photograph at the event where the award is given. This shall not be treated as a 'Player Appearance' but as an 'Event Appearance'; and the Player will be credited with Marketing Points. Photographs taken during this appearance may only be used for two weeks after the event by award or event sponsors, or by CA for commercial or game promotion for an unlimited time.



### Official Suppliers

Official suppliers are typically those suppliers of CA, a player's State Association or W/BBL Team other than the Major Sponsors.

Official suppliers may use player attributes in two ways:

- Where a minimum of five (5) players are used in equal exposure and the images of the players are in action shots (i.e. playing cricket); or
- Use of a full team photo.

### CA/State Association/W/BBL Team Licensed Products

CA, State Associations and W/BBL Teams have certain rights to license the use of player attributes in their Licensed Products. In exchange for this use, players (or, where Licensee Marketing Contracts have been entered, their nominated licensee entities) are entitled to a share of revenues arising from the sale of such products. For further information, please refer to the Licensing section of this handbook.

### ICC Tournaments and Squad Terms

Player's selection in a team to compete in any ICC tournament (such as the ICC Cricket World Cup, ICC Women's Cricket World Cup, ICC Champion's Trophy or ICC Women's Cricket Twenty20 World Cup) will be contingent on player's executing an agreement by the ICC.

The Squad Terms executed by players participating in ICC Events grant additional rights to use player attributes to the bodies conducting those events and their commercial partners.

### W/BBL Statutory Declarations

All W/BBL players may be required to sign a Player Statutory Declaration prior to the end of each contract Year. These are sworn legal documents under which players are required to declare that they (and, to the best of their knowledge, any parties associated with them) are not part of any arrangements or understandings to receive benefits for playing or signing with a W/BBL Team (other than what is set out in their W/BBL or State Player Contracts, the MOU or any 'bona fide' agreements for the granting of additional rights that represent fair market value for those services).

These compulsory W/BBL Player Statutory Declarations are mandated by CA as a way of protecting the integrity of the competition's salary cap.

Swearing a false statutory declaration has serious legal ramifications. The ACA's General Counsel is available to assist any players with questions on the statutory declaration.

# Restrictions

## What restrictions are placed upon players?

CA, the State Associations and W/BBL Teams impose a number of restrictions on players under their Playing Contracts.

These include restrictions upon:

- Sponsorships and endorsements;
- Media agreements;
- Participation in overseas cricket;
- Participation in other cricket matches;
- Movement between State Associations;
- Participation in dangerous or hazardous activities;
- Player internet sites.

Players must also comply with applicable Cricket Australia, ICC, State Association and W/BBL Team codes and policies.

A summary of the above restrictions follows.



## Sponsorship & Endorsements

While players are not prohibited from entering into individual sponsorships and endorsements (that may include an arrangement with a media organisation to write articles or provide commentary in certain circumstances), the following processes, conditions and restrictions apply:

- Players are required to submit to CA for their written approval the details of any proposed sponsorship or endorsement agreement (as defined in the Playing Contract) before it is signed or agreed. CA has agreed to approve a request by a player, unless a specified circumstance exists, including the following:
  - Player sponsors must not conflict with the relevant CA/State Association/ W/BBL Team Major Sponsors as specified in the player's contract (subject to pre-existing agreements disclosed in the player's contract and any substitution of team Major Sponsors permitted under the MOU).
  - No more than two (2) contracted players from CA or a player's State Association or W/BBL Team can have a sponsorship/ endorsement with the same organisation (please note: this does not apply to cricket equipment, sports footwear or sports apparel other than Test pants and helmets).
  - Player sponsorship activity must not involve the use of CA/State/W/BBL Team intellectual property (including playing uniforms) unless approved by CA/State/ W/BBL Team.
  - Player sponsorship activity must not give the impression that CA/State/W/BBL Team in any way approves, endorses or sponsors the player's sponsor.
  - Player sponsorship activity cannot damage or denigrate a CA, State or W/BBL Team Major Sponsor.
  - The player's proposed endorsement agreement is with a licensed betting agency.

Players are required to disclose all pre-existing sponsorship/ endorsement agreements to CA/ State Associations/ W/BBL teams before signing their Playing Contract. These should be set out in the schedule to their Playing Contracts.

The Squad Terms executed by players participating in ICC Events may impose additional restrictions on players in respect of the use of their attributes.

## Media Agreements

- Much like the process for player sponsorships and endorsements, while contracted players are not prohibited from entering into personal agreements with media organisations, the following restrictions apply:
  - Any agreement must be approved by CA under the process in the Playing Contracts;
  - No agreement can prevent a player from making themselves available for news (or game promotion) related media commitments with competitive media outlets;
  - No more than two (2) players may enter into agreements contemplating the promotion of the same media organisation;
  - Players must not appear with more than one (1) other contracted player;
  - Media comment must not damage or denigrate CA, State Associations, W/BBL Teams or major sponsors of those organisations;
  - Media comment must not reveal information that is confidential to CA or the player's State Association or W/BBL Team;
  - Players must not appear under media agreements in any CA/State/W/BBL Team player dressing rooms or venues or use any CA/ State Association/W/BBL Team's intellectual property (including by wearing player uniforms or wearing clothing incorporating CA, State Association or W/BBL Team.

## Overseas Cricket

Players holding CA, State Player Contracts (or W/BBL Player Contracts, only in relation to the relevant W/BBL Competition Period) may play overseas cricket while contracted, but only with the prior written approval of CA, which must be requested, using the required Form 1 (set out in the MOU), by the end of the cricket season (i.e. by 31 March) in the contract year or as soon as practicable thereafter.

CA will approve a request made as above, subject to conditions, amongst others, including:

- Players and the relevant overseas club/team must also execute an Overseas Club/Team Playing Agreement with CA/ State Association and or W/BBL Team;
- The overseas club/team must be part of a recognised competition of a full ICC member country or the Scottish or Irish Cricket Association;
- No more than four (4) players on CA contracts or contracted to any one State Association or W/BBL Team can play for the same overseas club / team (including as 12th player or substitute fielder) at any one time, although more than this number can form part of a squad (e.g. an IPL squad);
- Players are not permitted to miss any CA/ State Association/W/BBL Team matches to travel overseas;
- Players' departure dates for overseas will not be any earlier than:
- For the IPL, after the last State game played by the player's State Association or three (3) days prior to the commencement of the IPL (whichever is later);

- For other overseas cricket, ten days after the conclusion of the grade/district final or 12 April (whichever is earlier);
- Players must not permit the overseas club or team, competition or national board or their sponsors to use the attributes of more than one (1) CA player or more than one (1) player from the same State Association or W/BBL Team.
- If a BBL contracted player wished to play overseas cricket during the BBL season, this would require the approval of CA and the player's BBL Team and execution of an Overseas Club/Team Playing Agreement with the BBL Team.

## Other Matches

CA, State Associations and W/BBL Teams require that contracted players not participate in any cricket matches (including indoor or modified rules cricket matches) unless that match is controlled by CA or a State Association or the players participation is otherwise approved by CA. The approval process is set out in Article 14 of the MOU (with a modified process for W/BBL only players in relation to the W/BBL Competition Period).

## Movement Between State Associations & W/BBL Teams

Movement by players between State Associations is regulated by the State Player Contracting and Remuneration Rules. There are stipulated Transfer Forms that must be used and strict time periods that must be adhered to. Please contact the ACA if you have any queries.

Generally speaking:

- Uncontracted State players are able to apply for a transfer between State Associations, subject to time frames and the processes set out in the above-mentioned Rules (that will vary depending on whether it is during or outside the State contracting Period).
- Contracted State Players can also apply for a transfer to a different State Association in accordance with the contracting rules. The State Association may decide to accept or reject the player's application to transfer in its absolute discretion, having regard to a range of factors, such as a player's opportunity for career advancement.
- CA contracted players can only transfer between State Associations in accordance with the contracting rules, following a similar process to the above.

Movement of players between W/BBL Teams is regulated by the W/BBL Player Contracting and Remuneration Rules. There are stipulated contracting dates, a W/BBL Trade Period and strict rules around W/BBL Teams holding discussions with contracted players. The W/BBL has a form of unrestricted free agency, where a player is not obliged to play for their State Association (or its franchises). In short, players can move to any team when not contracted (although W/BBL teams are only permitted to contract players during certain designated periods).





### Dangerous or Hazardous Activities

Under the Playing Contracts, except as directed by the employer, the player will not, without prior written consent of the employer:

- > Engage in any dangerous or hazardous activity;
- > Put the player's own or another Player's safety at risk; and
- > Engage in any activity that in the reasonable opinion of their employer represents a risk of injury to the player or affected the player's ability to perform their obligations under the Playing Contract.

Players are also required to acknowledge that the following activities are captured by the above prohibitions:

- > Flying in an aeroplane, helicopter, or other airborne machine or device unless it's a commercial flight being operated by a major airline;
- > Participating in so-called "Extreme Sports";
- > Any competitive or professional sport including but not limited to soccer, Australian Rules Football, basketball, netball, any form of rugby or gridiron (other than as part of organised training or promotion directed by CA or State Association);
- > Indoor or outdoor rock climbing, hang gliding, parachuting or bungee jumping.

With respect to female State players and WBBL players, CA and State Associations will consent to the player engaging in another competitive or professional sport operated by a recognised State or National Sporting Association (Other Sport) provided that the player executes an Other Sport Approval agreement and the player agrees, amongst other things, to fulfil her obligations under the Playing Contract.

### Codes & Policies

Pursuant to their Playing Contracts, players agree to comply in all respects with all codes, policies and/or rules of behaviour as issued by the ICC, CA, the State Association and the W/BBL Team as applicable to the player including without limitation:

- > CA Code of Conduct;
- > CA Anti-Corruption Code and CA Minimum Standards for Players and Match Officials' Arenas at International Matches;
- > CA Anti-Doping Code;
- > CA Illicit Substances Rule;
- > Australian Cricket Sports Science Sports Medicine Principles (including without limitation Concussion and Head Trauma Policy, Cardiac Screening Policy, and Supplements Policy);
- > CA Anti-Racism Code;
- > CA Anti-Discrimination Code;
- > CA Accreditation Policy.

Players are also subject to ICC Codes and Policies applicable to particular competitions (such as the IPL, English Country Cricket and the Hundred). Further information can be found in the Rules, Codes and Regulations section of this Handbook.

For more information on Codes and Policies please refer to the following website below or CA's Integrity Unit:

[www.cricketaustralia.com.au/cricket/rules-and-regulations](http://www.cricketaustralia.com.au/cricket/rules-and-regulations)

### Player Internet Sites

While players are able to have their own Internet Sites, certain restrictions apply to the operation and promotion of these sites including:

- > Players must not use the intellectual property of CA/State Associations/W/BBL Teams on their Internet Sites (please note: a limited number of action photographs of the player incorporating this intellectual property may be used on a player's Internet Site and up to two (2) photos on three (3) Social Networking Sites).

In certain circumstances, a player will need to seek prior approval for any contracts they wish to enter into with providers of Internet or Social Networking Services, such as if they constitute a player endorsement or personal media agreement (as discussed above).

This document is a summary only of some provisions of the MOU and Playing Contracts. Reading this handbook is not a substitute for reading the MOU and/or Playing Contract.

# Commercial

## What commercial activities does the ACA undertake?

The ACA is involved in a series of commercial activities in the following areas:

- Events and sponsorships;
- Licensing;
- The Cricketers Brand.



## Events & Sponsorships

### What are the ACA's events and sponsorships?

The ACA owns or is a joint partner in several major event properties, including:

- Australian Cricket Awards (joint property with Cricket Australia);
- All\*Star Awards;
- ACA Masters.

### Australian Cricket Awards

The Australian Cricket Awards is a joint ACA/ CA event held on an annual basis and celebrates the individual performances of Australian and State cricketers. The evening features the presentation of awards in addition to the annual induction of cricket legends into the Hall of Fame.

Some of the annual awards are:

- Allan Border Medal — Awarded annually to the player considered by his peers, the umpires and media to be Australia's best Test, ODI and T20 cricketer.
- Belinda Clark Award (formerly Women's International Cricketer of the Year) – Recognises the most outstanding female player voted by her Australian team peers, umpires, a national selector & Australian Coach.
- Test Player of the Year — Recognises the player voted by his peers as Australia's best Test player.
- One-Day International Player of the Year
- Male — Recognises the player voted by his peers as Australia's best One-Day International player.
- T20 International Player of the Year – Male – Recognises the player voted by his peers as Australia's best T20 International player.
- Domestic Player of the Year – Recognises the most outstanding male and female player in State competitions as voted by their peers.
- Bradman Young Cricketer of the Year – Recognises Australia's most outstanding young male player as voted by his peers. (Under the age of 24 who has not played more than ten first-class matches).
- Betty Wilson Young Cricketer of the Year – Recognises the most outstanding young female player as voted by their peers (under the age of 24 who has played less than 10 matches).
- Community Champion Award — Recognises the contribution players make outside the cricket community. The award can be won by either a male or female player, with the inaugural recipient being Moises Henriques.

## All\*Star Awards

Since the 2006-07 domestic season, the ACA has delivered the ACA All\*Star Awards to recognise the achievements of the best performed players in the Interstate Four-Day, Interstate One-Day and T20 competitions. The All\*Star Program was extended in 2012-13 to recognise the performances of our domestic female players. The awards now recognise the best performing female players in the WBBL and WNCL competitions. The ACA All\*Star teams are voted on by all contracted male and female players.

## ACA Masters

Launched in 2008, the ACA Masters program utilises current and past players to promote and grow the game of cricket through the following activities:

- Annual tours within regional Australia;
- Awarding regional youth scholarships annually to develop talented future stars of the game to support their cricket development;
- Coaching clinics in each region visited;
- Masters players actively involved in supporting Cricket Australia game development initiatives;
- Community initiatives including charity work, fundraising for local cricket, indigenous community visits and coaching;
- Corporate initiatives.

ACA members have the opportunity to be involved in the ACA Masters and any member interested in participating in the Masters program should contact Kelly Applebee at the ACA on 0411 811 226.

## Licensing

### Licensing Royalties

As part of a long-standing agreement with current players, the ACA receives player royalties from the sale of one category of player based licensed product. This has previously included trading cards and console games, and is agreed in the MOU.

### The Cricketers' Brand

The Cricketers Brand was launched in 2017 and is responsible for developing and maintaining commercial partnerships as well as managing the licensing & marketing compliance on behalf of ACA members.

The Cricketers' Brand will also aim to provide commercial opportunities for members. These opportunities may include simple speaking engagements, or anything up to comprehensive endorsements and sponsorship opportunities.

Any member interested in being more actively involved in supporting The Cricketers' Brand please contact 0450 438 440 or [tcruickshank@auscricket.com.au](mailto:tcruickshank@auscricket.com.au).

# ACA Player Agent Accreditation Scheme

The ACA Player Agent Accreditation Scheme was launched in October 2012. Under the Scheme, Accredited Agents are required to:

- Comply with a mandatory Code of Conduct;
- Maintain a minimum level of professional indemnity insurance (currently \$2 million);
- Demonstrate a minimum level of knowledge of the Scheme and the player contracting framework (through completing an on-line examination);
- Participate in ongoing education activities, as required; and
- Undergo an application process, including a National Police Check.

Under the MOU, CA, State Associations and W/BBL Teams have agreed that (with limited exceptions), they will only deal with agents who have been accredited under the Scheme in discussions for playing contracts or CA Marketing Contracts.

The Scheme is operated by the ACA and overseen by an Accreditation Board, consisting of two ACA nominees, one CA nominee and two nominees agreed between CA and the ACA.

### Current Scheme Members

#### Brendan Drew (Chair)

ACA General Manager – Cricket Operations and Player Relations

#### Joe Connellan

ACA Deputy CEO, General Counsel and Company Secretary

#### Rebecca Murray

Cricket Australia Senior Integrity Partner

#### John McMullan

Independent Representative McMullan Solicitors

For questions about the ACA Player Agent Accreditation Scheme, please contact Lachlan McKenna on 0425 104 652.

For more information on the Agent Accreditation Scheme please contact Tim Cruickshank on 0450 438 440.

# Past Player Benefits

To recognise and acknowledge the contribution made by players of the past, the current players fund a comprehensive suite of programs for past players in their life after cricket.



## Health and Wellbeing Grants

Currently, Past Player members of the ACA can apply for an annual reimbursement grant to assist with the costs of health, wellbeing, career or educational services in life after cricket.

## Medical Support Program

The ACA Medical Support Program supports members with out-of-pocket costs following hospital stays after such things as surgery, especially if they are a direct result of an injury sustained during their cricket career.

Service:

- \$500 for out-of-pocket expenses.
- Members requiring a more significant operation or experiencing financial hardship can be allocated up to \$2,000. Applications will be assessed on a case-by-case basis.

## Game Development Program

The ACA Game Development Program is designed to utilise the experience, skills and passion of ACA members to inspire the next generation of players and coaches. Past Players and eligible current players can register at any time to participate in the Game Development Program, where appearances for ACA members are generally set at \$500.

## Premier Cricket Program

The ACA Premier Cricket Program has been designed to support ACA members in their post-cricket lives via a program that retains and harnesses the skill, experience and knowledge of ACA Members to identify, instruct and inspire talent through both the male and female Premier Cricket pathways.

Members can receive up to \$7,500 as a player, coach or mentor for one of the Premier clubs across the country that provide a direct pathway into Australian Domestic Cricket.

# Communications

## How does the ACA communicate with its members?

The ACA communicates with members in a variety of ways including:

1. Website – [www.auscricket.com.au](http://www.auscricket.com.au)
2. Onside Monthly newsletter
3. Email
4. Member surveys
5. Member Handbook
6. Annual Report
7. SMS
8. Digital/Social Media



## Website

Visit the website [www.auscricket.com.au](http://www.auscricket.com.au) for up-to-date ACA information. The site contains important information and news for members on topics such as:

- Membership;
- Professional Development;
- ACA Masters;
- Cricket news;
- Downloads (e.g. agreements between CA and the ACA including MOU and Player Contracts);
- Licensing;
- Events;
- ACA Contacts.

Members can also log on to the “Members Only” section of the site for information that is not available to the general public. This section contains important and confidential membership information that can be viewed or downloaded.

Members have been provided with a username and password to access this section. Please contact the ACA if you experience any problems accessing this section.

## Onside e-Newsletter

The ACA has merged the Onside Magazine with the Monthly Member Email to produce the Onside Monthly eNewsletter.

This communication provides the latest news on a range of stories including what players do away from the field, updates to programs and services, and the latest membership offerings.

## Member Surveys

From time-to-time the ACA surveys members on pertinent cricket and operational issues. The electronic method of surveying used allows members to provide confidential, honest and valued feedback.

The information obtained through surveys is used to make decisions and implement policies that accurately reflect the membership’s collective views.

We encourage all members to participate in ACA surveys.

## Member Handbooks

The ACA Member Handbooks are a valuable resource and guide for both past player and current player members.

It provides members with a summary of the rules, codes and policies that affect current players in addition to detailing benefits, services and entitlements available.

## Annual Report

The ACA publishes an Annual Report each year. The report summarises the Association’s achievements for the year and provides members with a full financial summary.

## SMS

SMS is an important form of communication with our members, especially current players.

The ACA uses SMS to send surveys, remind members of upcoming deadlines and provides important, sensitive information.

## Digital/Social Media

### Facebook

[www.facebook.com.au/acaplayers](http://www.facebook.com.au/acaplayers)

### Twitter

Members are encouraged to re-tweet and engage on the ACA's tweet, helping us share important information.

Twitter has also become another major video platform for the ACA.

Follow us at: [@ACA\\_Players](https://twitter.com/ACA_Players)

### Instagram

With over 84,500 followers, Instagram is the ACA's fastest growing social media platform and includes a range of content from both on and off the field.

Follow us at: [@aca\\_players](https://www.instagram.com/aca_players)

### YouTube

The ACA regularly uploads videos to its YouTube channel, ranging from player interviews to a behind-the-scenes look at events like the Australian Cricket Awards.

[www.youtube.com/AusCricketersAssn](http://www.youtube.com/AusCricketersAssn)

## Affiliated Organisations

### The Australian Athletes Alliance (AAA).

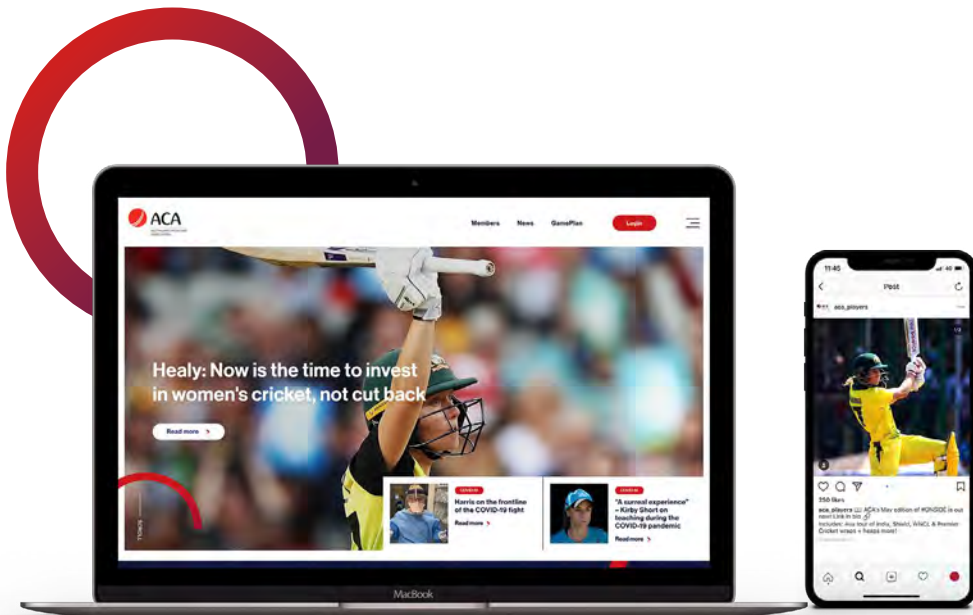
The AAA and its member associations share important common values and standards and work in collaboration to achieve positive change for collective and individual associations and athletes.

The AAA's common standards and values are:

- A commitment to promoting the rights and responsibilities of Australia's elite athletes
- An overarching responsibility to advance the wellbeing of Australian sport and its role in the community
- The importance of developing each athlete as a human being as well as a sports person
- A commitment to ensuring all member associations have high levels of governance and are ultimately accountable to their membership.

The AAA has been focused on the following areas of collective interest and value to AAA Members and the players:

- Integrity in sport and government relations
- Player wellbeing and development
- Image rights and intellectual property of athletes
- Best practice policy and bargaining strategies
- Human rights in sport



## FICA – Strengthening the Players Voice

FICA is the worlds' players body in Cricket.

There are more than 4000 professional cricketers and FICA collectively represents the majority of these through it's memeber players' associations. The ACA is a founding member of FICA.

FICA is also a member of the World Players' Association, which brings togther 85,000 atheletes through more than 100 players' association across different sports.

FICA's strategy guides its work and focuses on:

- **Players** – serving players' collective interests globally
- **The Game** – positively influencing the direction of the global game
- **Players' Association** – strengthening and growing



