

# Players Parental Leave & Return to Work Policy

## FAQ's



In partnership with the Australian Cricketers' Association, Australian Cricket has developed a landmark parental leave policy to support players through pregnancy, adoption, return to play and parental responsibilities.

Together with the ACA we are really proud to launch such a comprehensive, inclusive and fit-for-purpose policy that provides all professional players peace of mind for future family planning.

This policy is another example of how cricket continues to lead the way in the provision of inclusive and people-centered solutions to provide a sense of balance in the lives of all players.

We recognise the demands placed on our players and we want to ensure we provide an equitable environment for all where players can embrace the important balance of family commitments and achieving success in our sport

Having a baby takes an emotional and physical toll on top of a demanding travel schedule, and this policy ensures that our players can both care for their child and participate in our sport.

High performance sport is anything but a normal work environment. The job is physical, the hours are irregular and 100 per cent commitment is expected at all times. That is why we've developed such a bespoke policy. The career of an elite athlete is not forever but having a child should not impact on longevity.

The policy is designed to keep females in the game for longer which in turn positively impacts our audiences and grassroots participation. We are providing an environment that sets a precedent for younger females to want to get involved in cricket which aligns with our strategy of being a leading sport for women and girls.

This document has important information about the policy. If you have any questions please speak with a member of your support staff, the People and Culture team or the ACA.

**TABLE OF CONTENTS** *(Click on a question to view it within the document)*

1	I JUST FOUND OUT I'M PREGNANT, WHO DO I NEED TO INFORM?	4
2	WHY DO I NEED TO INFORM A MEMBER OF THE AC MEDICAL STAFF?	5
3	WHAT WOULD HAPPEN IF I DIDN'T NOTIFY A MEMBER OF THE AC MEDICAL STAFF?	5
4	WHO CAN THE AC MEDICAL STAFF SHARE THIS INFORMATION WITH?	5
5	CAN AC MEDICAL STAFF SHARE THIS INFORMATION WITH MY COACH, SELECTORS, HIGH PERFORMANCE STAFF OR ANY OTHER PERSON ENGAGED WITHIN CRICKET AUSTRALIA, THE STATE ASSOCIATION OR W/BBL TEAM?	6
6	WHAT HAPPENS IF I DON'T CONSENT TO SUCH DISCLOSURE BY AC MEDICAL STAFF?	6
7	WHAT HAPPENS WHEN IT IS NO LONGER SAFE FOR ME TO PARTICIPATE IN CRICKET ACTIVITIES OR I DECIDE THAT I NO LONGER WISH TO PARTICIPATE?	6
8	I THINK THAT ONE OF MY TEAM MATES IS PREGNANT, BUT I HAVEN'T BEEN TOLD, WHAT DO I DO?	7
9	I AM A COACH OR WORK AS A SUPPORT STAFF MEMBER, WHAT IS MY DUTY OF CARE AND LEGAL RESPONSIBILITY IF I THINK SOMEONE MIGHT BE PREGNANT BUT THE PLAYER HAS NOT DISCLOSED THIS INFORMATION?	7
10	WHAT LEAVE AM I ENTITLED TO IF I BECOME PREGNANT OR CHOSE TO ADOPT A CHILD?	7
11	HOW DOES THE CONTRACT EXTENSION WORK?	7
12	DO I HAVE TO TAKE THE FULL 12 MONTHS OFF AS PARENTAL LEAVE?	8
13	HOW DOES BEING ON A MULTI-YEAR CONTRACT IMPACT A CONTRACT EXTENSION?	8
14	I KNOW THE DATE WHEN I WANT TO START MY PARENTAL LEAVE, WHO DO I NEED TO TELL?	8
15	WHEN I AM ON PARENTAL LEAVE, WHAT CONTACT WILL MY EMPLOYER HAVE WITH ME?	8
16	MY PARTNER IS PREGNANT OR WE ARE ADOPTING A CHILD, AM I ENTITLED TO ANY LEAVE?	8
17	I AM READY TO RETURN AFTER MY PARENTAL LEAVE, HOW DOES THAT WORK?	9
18	WHEN I RETURN AND I NEED TO TRAVEL TO PLAY OR TRAIN, WHAT ASSISTANCE IS AVAILABLE SO MY CHILD CAN ACCOMPANY ME?	9
19	WILL MY CHILD BE WELCOME AT TRAINING SESSIONS?	9
20	I AM AN OVERSEAS PLAYER, HOW DOES THIS POLICY IMPACT ME?	9
21	WHAT HAPPENS WHEN A PLAYER IN MY TEAM CHOOSES TO NO LONGER PARTICIPATE IN CRICKET ACTIVITES, WILL WE GET A REPLACEMENT PLAYER?	10
22	WHERE IS THE FUNDING COMING FROM FOR THIS POLICY?	10
23	IF I HAVE ANY MORE QUESTIONS WHO SHOULD I SPEAK TO?	10

**POLICY SUMMARY:**

Paid parental leave entitlement for primary caregiver	Entitlement to up to 12 months paid parental leave. Paid retainer and other payments under contract.	Refer to FAQ 10.
Guaranteed contract extension	Once the paid parental leave period has concluded, offered a contract extension through to the end of that contracting period.	Refer to FAQ 11 & 13.
Notification process	Medical advice should be sought by the player from the player's doctor and that advice must be provided to a member of the AC Medical Staff as soon as reasonably practicable.	Refer to FAQ 1–3.
Confidentiality	AC Medical Staff may disclose any medical information relating to a player's pregnancy only with the player's consent.	Refer to FAQ 4-6.
Playing & training	Can continue to play & train based on medical advice and health & safety considerations. Modifications can be made to cricket activities as required. If modifications can't be made or the player no longer wishes to participate in cricket activities, a non-playing job will be provided.	Refer to FAQ 7.
Transfer to non-playing job	Transfer with no change to remuneration. If no job available, continue to be paid under contract.	Refer to FAQ 7.
Entitlement for partner/secondary caregiver	3 weeks paid leave taken within 12 months of the birth/adoption of the child/ren.	Refer to FAQ 16.
Return to work	Return to same squad, selection based on normal fitness and performance criteria.	Refer to FAQ 17.
Caring responsibilities – support person when travelling	Travel & accommodation costs up until the child/ren is 4 years of age.	Refer to FAQ 18.

## 1 I JUST FOUND OUT I'M PREGNANT, WHO DO I NEED TO INFORM?

Firstly, congratulations! This is really exciting news and we are here to support you, not only through your pregnancy but with your return to cricket when you are ready.

During your pregnancy, we respect and support your right to continue to participate in cricket activities, ensuring that the health and wellbeing of you and your baby is paramount. We also respect and support your right to privacy.

So what happens now?

You should seek medical advice in relation to your pregnancy from your doctor/specialist and, if you do, you must provide that advice to a member of the AC Medical Staff who works for your employer as soon as reasonably practicable after you become aware of your pregnancy.

Examples of AC Medical Staff are:

- CA Chief Medical Officer;
- CA Women's Team Doctor;
- State Medical Officer;
- WBBL Team Doctor;
- any Team Doctor appointed by CA at matches and tournaments; or
- another relevant Health Professional appointed by CA, the State Association or the W/BBL Team.

Informing a member of the AC Medical Staff will allow them to liaise with you and your treating medical obstetrician to understand your individual needs and circumstances and to ensure the health and wellbeing of you and your baby.

A plan will be developed to address aspects such as:

- the risks associated with you participating in cricket activities whilst pregnant;
- your individual circumstances and whether it is safe for you to continue participating in cricket activities; and
- whether your training and performance program should be reviewed or modified.

Any information concerning your pregnancy, including the medical information provided to AC Medical Staff will be treated confidentially.

AC Medical Staff may ask to consult with your treating obstetrician from time to time to ensure ongoing review of any risks associated with your participation in cricket activities are appropriately managed and to ensure that an appropriate medical care plan is in place. They may also request that you obtain further medical clearances from time to time throughout your pregnancy to ensure that their assessment is based on the most current advice from your treating obstetrician.

AC Medical Staff may, in consultation with you, also request that you undertake a separate independent medical examination and opinion conducted by a specialist (obstetrician/gynaecologist), in relation to the risks associated with your continued participation in Cricket Activities.

The medical information concerning your pregnancy that is provided to the AC Medical Staff is treated in accordance with the Pregnancy Section General Conditions in your Player Contract.

It is completely up to you when you inform your support staff or other players.

## **2 WHY DO I NEED TO INFORM A MEMBER OF THE AC MEDICAL STAFF?**

Cricket Australia, the State Associations and W/BBL Teams encourage you to make your own informed decisions on playing cricket whilst pregnant based on the medical advice from your treating obstetrician and AC Medical Staff. Your health and safety and the wellbeing of your baby is the reason that you are encouraged to notify of your pregnancy.

If the AC Medical Staff are aware of your pregnancy, they are able to provide appropriate advice, safe medical care and administration of medication as necessary and without harm to you and your baby.

The AC Medical Staff, in consultation with your treating obstetrician, are also able to assess whether it is safe for you to continue playing and training for cricket or if any modified programs are required.

Given the application of ICC and CA Anti-Doping Codes, it is important that the AC Medical Staff are aware of any medications prescribed to satisfy the requirements of those codes.

## **3 WHAT WOULD HAPPEN IF I DIDN'T NOTIFY A MEMBER OF THE AC MEDICAL STAFF?**

If a member of the AC Medical Staff is unaware that you are pregnant, medical treatment given by them would not consider any impact of that treatment or medication on your baby or yourself. This is particularly important in the context of them discharging their role as a medical practitioner or first aid to players.

If you were to suffer an acute collapse for any reason, in addition to medical care and treatment administered by AC Medical Staff, it is critical that your baby also receives testing to ensure their wellbeing by way of obstetric ultrasound conducted by an obstetrician, particularly in the first or second trimester.

There are also particular medications which AC Medical Staff cannot prescribe to you if you are pregnant.

AC Medical Staff may also consider other precautions for you such as:

- a) alterations or modifications to training programs;
- b) ensuring you are well hydrated; and
- c) limiting exposure to extreme heat to ensure that your core body temperature is not excessively high.

If a member of the AC Medical Staff is not aware of your pregnancy, you would assume the risks associated with your pregnancy, any medical care, the prescription of any medication and treatment administered by AC Medical Staff. You would continue to have obligations for your own health and safety whilst performing your playing, training and other commitments to Cricket Australia, the State Association and W/BBL Team as applicable.

Notification to your AC Medical Staff, or other representative of your Employer, also triggers entitlement to a Guaranteed Contract Extension under the Parental Leave Policy.

## **4 WHO CAN THE AC MEDICAL STAFF SHARE THIS INFORMATION WITH?**

No information, other than whether you are fit to play and train, will be disclosed to the Employer or CA (as the case may be) by the relevant member of the AC Medical Staff during the first trimester of your pregnancy without your express consent.

After the first trimester of your pregnancy, by agreement with you, the relevant member of the AC Medical Staff may provide all relevant information to the Employer and Cricket Australia personnel on a 'need to know' basis as required. AC Medical Staff will consult with you first before doing so. Information will be kept confidential unless your express consent is provided. Announcements regarding your pregnancy will only be made in consultation and agreement with you.

AC Medical Staff will only disclose information on a 'need to know' basis if there is a health and safety reason for doing so. This will only be done with your consent.

AC Medical Staff may also disclose information to paramedics (or equivalent) and other medical officers in attendance at any match or training in which you are participating.

Any individual that is informed of your pregnancy is bound by the same confidentiality obligations that are imposed on any AC Medical Staff that were originally notified by you.

**5 CAN AC MEDICAL STAFF SHARE THIS INFORMATION WITH MY COACH, SELECTORS, HIGH PERFORMANCE STAFF OR ANY OTHER PERSON ENGAGED WITHIN CRICKET AUSTRALIA, THE STATE ASSOCIATION OR W/BBL TEAM?**

AC Medical Staff may disclose any medical information relating to your pregnancy **only with your consent**, in circumstances where:

- a) there is a health and safety reason for the disclosure; or
- b) your pregnancy has a direct impact on your capacity or availability to perform your playing, training and other commitments to Cricket Australia, the State Association or W/BBL Team as applicable.

If modifications or adjustments are required to ensure that you can safely perform your playing, training and other commitments, AC Medical Staff may also consult with team management and advisors and in the course of doing so may disclose medical information relating to your pregnancy **only with your consent**.

**6 WHAT HAPPENS IF I DON'T CONSENT TO SUCH DISCLOSURE BY AC MEDICAL STAFF?**

If AC Medical Staff is of the opinion that your pregnancy may have an impact on your health and safety (or that of your baby), they are obligated to consult with your team management and advisors (such as coaches, selectors, team support staff) as to the adjustments or modifications that can be made to ensure that you can safely perform your playing, training and other commitments to Cricket Australia, the State Association or W/BBL Team as applicable, **only with your consent**.

The AC Medical Staff **must not** disclose details of your pregnancy without your consent.

For example, the AC Medical Staff may inform team management that you are unable to participate in a specific training session for health and safety reasons.

**7 WHAT HAPPENS WHEN IT IS NO LONGER SAFE FOR ME TO PARTICIPATE IN CRICKET ACTIVITIES OR I DECIDE THAT I NO LONGER WISH TO PARTICIPATE?**

We are committed to providing a safe environment for you and your baby as well as providing you with the opportunity to remain involved in cricket when you can no longer play.

When it is established that it is no longer safe for you to participate in cricket activities because of your pregnancy, associated illnesses, risks or hazards or you chose that you no longer wish to participate whilst pregnant, you are entitled to transfer to a non-playing job that is both safe and fulfilling. This decision will be made in partnership with you, your employer and your treating obstetrician. You will continue to be paid in accordance with your Contract.

The hours per week of the non-playing job will be equivalent to the hours you currently work under your Contract.

Some examples of non-playing jobs include team or cricket ambassador, office work, media commitments etc.

If we are not able to find you an appropriate non-playing job or you are not able to safely perform the alternate role because of your pregnancy, you will continue to be paid in accordance with your Contract and you will not be required to perform any duties.

**8 I THINK THAT ONE OF MY TEAM MATES IS PREGNANT, BUT I HAVEN'T BEEN TOLD, WHAT DO I DO?**

AC Medical Staff have the player and their unborn child's best interests at heart and will not place any player at risk of harm. You should trust that those medical advisors are providing sound medical advice and guidance, in conjunction with the player's obstetrician or gynaecologist to the player to ensure that they are not placed at risk of harm.

If you are still concerned, it is important that you speak with AC Medical Staff, whilst they are unable to disclose any medical details or confirm a pregnancy in any circumstance, they can provide general guidance as to the processes that would be put place to ensure the safety and wellbeing of pregnant players.

**9 I AM A COACH OR WORK AS A SUPPORT STAFF MEMBER, WHAT IS MY DUTY OF CARE AND LEGAL RESPONSIBILITY IF I THINK SOMEONE MIGHT BE PREGNANT BUT THE PLAYER HAS NOT DISCLOSED THIS INFORMATION?**

As a coach or support staff member, you have a responsibility to take reasonable care for your own safety and the safety of others.

If you think that a player is pregnant and that player has not disclosed that information and they are undertaking a cricket activity, taking a reasonable step includes raising this issue with AC medical staff so that you can be comfortable that the player has received relevant information. Another reasonable step may well be that you ask the player if they believe they are OK to undertake that activity.

It is not advisable to ask a player whether they are pregnant. It may also be that they have disclosed their pregnancy to AC Medical staff and you are unaware that they have done so. The player is not obligated to notify support staff of their pregnancy. The player is encouraged to seek medical advice in relation to their pregnancy from a doctor/specialist and, if they do, they must provide that advice to a member of the AC Medical Staff as soon as reasonably practicable after they become aware of their pregnancy. AC Medical Staff may inform support staff that the player is unable to participate in a specific training session for health and safety reasons.

Cricket Australia or your employing State Association will support you to meet your legal responsibilities by making sure that all players and staff are aware of their obligations to manage pregnancy. for example, by publishing FAQs and running regular training seminars about our pregnancy policies and procedures.

**10 WHAT LEAVE AM I ENTITLED TO IF I BECOME PREGNANT OR CHOSE TO ADOPT A CHILD?**

As a local player you are entitled to 12 months paid parental leave. You will be paid your retainer and any other payments you are entitled to under your contract whilst under contract. You will still accrue ACRA payments and continue to receive relevant marketing payments as per your contract.

If you have more than one contract in operation (e.g. you have a State Contract and a W/BBL Contract), the contract extension will be applied to each contract separately. You will continue to receive the retainer and other payments applicable to each contract.

If you are an overseas player, please refer to question 20.

**11 HOW DOES THE CONTRACT EXTENSION WORK?**

As a local player, once your parental leave has concluded, you will be offered a contract extension through to the end of that contracting period. The contract extension will be the same contract type as your current contract and you will continue to receive the same retainer (or increased retainer as required by the MOU). The extension will be for a maximum of 1 year.

If you have more than one contract in operation (e.g. you have a State Contract and a W/BBL Contract), the contract extension will be applied to each contract separately. You will continue to receive the retainer and other payments applicable to each contract.

The entitlement to receive payment under a contract extension continues whilst you use your best endeavours to be available for selection as soon as possible following the conclusion of your parental leave. This means that you need to follow any approved return to play/modified duties/rehabilitation plan and participate fully in training and other team activities.

You are not entitled to a contract extension if you receive notice in writing from your employer that you will not be receiving a contract for the upcoming year **before you have notified your employer** (including AC Medical Staff) of your pregnancy or expected date of placement of your child if you are adopting.

**12 DO I HAVE TO TAKE THE FULL 12 MONTHS OFF AS PARENTAL LEAVE?**

Not at all, you are able to return from parental leave to train and/or play at any time and we will support you through this process.

**13 HOW DOES BEING ON A MULTI-YEAR CONTRACT IMPACT A CONTRACT EXTENSION?**

If you have a multi-year contract that has a term expiring on or after the expiry date of the contract extension, there is no need for a contract extension as your original multi-year contract is still in place and you will receive payment accordingly.

**14 I KNOW THE DATE WHEN I WANT TO START MY PARENTAL LEAVE, WHO DO I NEED TO TELL?**

At least ten weeks before your parental leave commences you are required to notify in writing your expected birth date, how much leave you plan to take and the anticipated start and finish dates of your parental leave. You need to notify one or more of the following, depending on which contract(s) you hold:

- a) W/BBL Contract – the General Manager of your W/BBL team or the relevant person at your club who deals with contracts;
- b) State Contract – the General Manager Team Performance of your State Association;
- c) CA Contract – the EGM National Teams.

Remember to make multiple notifications if you have more than one employer e.g. you have a Contract with both CA and a BBL Club.

**15 WHEN I AM ON PARENTAL LEAVE, WHAT CONTACT WILL MY EMPLOYER HAVE WITH ME?**

This will be discussed with you before you commence your leave and is completely your call.

You may decide that you do not wish to have any contact from your employer whilst you are on leave and we will completely respect this decision. Alternatively, you may decide that you want to remain involved and we will keep in contact with you, invite you to stuff and involve you in as much as you are comfortable with. You will also have access to high performance facilities whilst you are on leave should you choose to do so.

**16 MY PARTNER IS PREGNANT OR WE ARE ADOPTING A CHILD, AM I ENTITLED TO ANY LEAVE?**

As a local player, yes, you are entitled to 3 weeks paid leave which needs to be taken within 12 months of either the birth or adoption of your child.

At least ten weeks before your leave commences you are required to notify in writing the anticipated start and finish dates of your leave. You need to notify one or more of the following, depending on which contract(s) you hold:

- a) W/BBL Contract – the General Manager of your W/BBL team or the relevant person at your club who deals with contracts;
- b) State Contract – the General Manager Team Performance of your State Association;
- c) CA Contract – the EGM National Teams.

You need to make multiple notifications if you have more than one employer e.g. you have a Contract with both CA and a BBL Club.

**17 I AM READY TO RETURN AFTER MY PARENTAL LEAVE, HOW DOES THAT WORK?**

The key objective for all of us is to support you during your parental leave and to give you every opportunity to return to playing cricket at the same level you were playing before your leave.

When you are ready to return you need to provide us with 4 weeks' notice in writing. Once you are declared fit to return by AC Medical Staff and your treating practitioner, we will work with you to put together a return to play/modified duties/rehabilitation plan with the end goal being your return to playing at the same level you were before your leave.

Selection to play will be based on normal performance and fitness criteria.

Another alternative is that you may decide that you wish to return but your preference is to return in a non-playing role for the remainder of your contract or contract extension. In this case you would be offered a new contract for the non-playing job for the remainder of the contract term and your player contract would cease.

**18 WHEN I RETURN AND I NEED TO TRAVEL TO PLAY OR TRAIN, WHAT ASSISTANCE IS AVAILABLE SO MY CHILD CAN ACCOMPANY ME?**

In order to support you with your caring responsibilities for your dependent child/ren, we have provided a range of benefits to assist.

As always, your personal circumstances will be taken into account when determining what assistance will best meet yours and your family's needs.

This assistance provided is for required travel domestically or internationally for competition and for travel required to attend training camps.

If your dependent child is under 48 months of age, the following will be provided and funded:

- a) A support person of your choice to travel with you to help with the care of your child/ren;
- b) All flight and accommodation costs for your child/ren and your support person;
- c) A return flight from the international playing location to your home for your child/ren and your support person if they have been on tour for two consecutive months;
- d) Road transportation;
- e) Appropriate facilities for breastfeeding, expressing milk and for private time with your child/ren at all venues.

We will provide an inclusive environment for your child/ren and support person. Whilst attendance of your child/ren and support person at team activities is at the discretion of team management, family participation will be considered.

**19 WILL MY CHILD BE WELCOME AT TRAINING SESSIONS?**

Your child/ren and support person are welcome to attend team training sessions provided that high performance requirements are not compromised, and health and safety considerations are addressed.

**20 I AM AN OVERSEAS PLAYER, HOW DOES THIS POLICY IMPACT ME?**

As an overseas player, if you have performed at least 12 months continual service within Australian Cricket, you are entitled to 12 months unpaid parental leave.

We are committed to providing a safe environment for you and your baby as well as providing you with the opportunity to remain involved in cricket when you can no longer play.

When it is established that it is no longer safe for you to participate in cricket activities because of your pregnancy, related illness, risks or hazards or you chose that you no longer wish to participate whilst pregnant, you are entitled to transfer to a non-playing job that is both safe and fulfilling. This decision will be made in partnership with you, your employer and your treating obstetrician.

The non-playing job will be offered for the duration of the competition period and the hours per week of the non-playing job will be equivalent to the hours you currently work under your Contract. You will continue to be paid in accordance with your Contract whilst performing the non-playing job. The payment will be pro-rated should you not be able to perform the non-playing job for the duration of the competition period.

Some examples of non-playing jobs include team or cricket ambassador, office work, media commitments etc.

Should you choose to not accept the non-playing job you will be on unpaid leave for the remainder of the period until your unpaid parental leave commences.

**21 WHAT HAPPENS WHEN A PLAYER IN MY TEAM CHOOSES TO NO LONGER PARTICIPATE IN CRICKET ACTIVITES, WILL WE GET A REPLACEMENT PLAYER?**

Yes replacement players will be available to replace you when you are no longer able to participate in cricket activities. The relevant competition rules detail how this works.

**22 WHERE IS THE FUNDING COMING FROM FOR THIS POLICY?**

Entitlements from the Players Parental Leave Policy are being funded from the Player Payment Pool. These include:

- Retainer payments for the Pregnant Player/s;
- Match payments for the replacement player/s;
- Retainer payments for any upgraded player/s;
- Costs associated with the Support Person/Travel provisions for dependent children.

**23 IF I HAVE ANY MORE QUESTIONS WHO SHOULD I SPEAK TO?**

Please speak with a member of High Performance, People and Culture or the ACA if you have any further questions.