FICA 2016 ANNUAL REVIEW
HIGHLIGHTS FROM 2016

01
TILLAKARATNE DILSHAN
Playing for Sri Lanka

02
KANE WILLIAMSON
Playing for New Zealand

03
ALASTAIR COOK
Celebrates 10,000 runs for England

04
MICHAEL HUSSEY
Celebrates with the BBL trophy

05
MEHEDI HASAN
Celebrates taking wickets v England for Bangladesh

06
AUSTRALIA TEST V SOUTH AFRICA

07
TOBY-ROLLAND JONES
Celebrates hattrick for Middlesex to win County Championship

08
PETER HANSCOMBE
Celebrates 100 for Australia

09
ALEX BLACKWELL
Celebrates with the WBBL trophy

10
LYDIA GREENWAY
Celebrates winning runs for Southern Vipers
WHAT IS FICA?

The Federation of International Cricketers Associations (FICA) is the global players’ representative body in cricket. FICA was established in 1998 to co-ordinate the activities of all national players’ associations, which protect the interests of professional cricketers throughout the world. It brings together the world’s cricketers, male and female, regardless of nationality, religion, political persuasion or race, under an international body focused on matters that are of common interest to the game and its players at the international level.

FICA’S VISION

To be recognized and respected as the global representative federation of all professional cricketers, past and present, around the world.

To represent the interests and views of the collective of these cricketers, making a positive contribution to the game and upholding the values and principles of cricket and international sport, both on and off the field.

FICA’S VALUES

RESPECTED

VALUED

KNOWLEDGEABLE

CONSIDERED

INCLUSIVE

PROACTIVE

PLAYER-CENTRIC

THIS REVIEW

This review is FICA’s assessment of the professional game for the calendar year, 2016. It is divided into two main sections. Firstly, it provides FICA’s overview of the game, internationally, set against the FICA Principles (referenced at page 13 of this review). It aims to highlight areas of progress throughout the year, as well as areas where the game needs to collectively focus its efforts in order to continue to move the game forward. Secondly, it provides a snapshot of the progress and challenges of each of FICA’s member associations and the players they represent during 2016. At the end of each section, FICA has outlined a set of Ambitions for 2017.
IN AN INCREASINGLY CHALLENGING LANDSCAPE FOR CRICKET AROUND THE WORLD, IT IS IMPERATIVE THAT PLAYERS ARE BOTH WELL INFORMED AND CONSULTED ON ALL MATTERS CONCERNING OUR GAME.

FICA bears the responsibility of acting as the collective voice of players in not only ensuring their concerns are heard, but the decisions that shape the future of cricket are taken in the best interest of the global game.

Vikram Solanki  
FICA President

PLAYERS CONTINUE TO BE CRITICAL TO THE GAME’S SUCCESS AROUND THE WORLD.

Ensuring they are properly represented and working constructively with administrators gives the game the best chance of continuing to grow as a truly global sport.

Lisa Sthalekar  
FICA Board Member

IT IS GREAT TO SEE SOME POSITIVE STEPS TAKEN BY THE GAME IN 2016.

Cricket has the opportunity to go to a new level globally. FICA encourages the game to be proactive and think globally.

Graeme Smith  
FICA Board Member

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2016 was a significant year for FICA as an organization. Throughout the year we continued to make an increasing contribution to moving the game forward, delivering to our corporate vision and strategy whilst grounding our work in our established principles and values.

This annual review covers the period to the end of December 2016. We expect the current shifts in the game to continue into 2017 and even gain momentum as the new markets in cricket continue to compete with the traditional ones.

As the global players’ voice we constantly strive to ensure that we represent the views of the players themselves and that we work with a sense of understanding about the issues in the game on the ground around the world.

To that end we are delighted to welcome Graeme Smith (former South African men’s captain) to the FICA board who brings with him a huge amount of current and relevant knowledge and experience of the international game as well as continued close-links with players around the world. Similarly we are delighted to welcome Lisa Sthalekar (former Australian women’s vice captain) to the FICA board, the first female representative on our board, who also brings with her a real instinct for the issues and challenges in the game generally and specifically from a women’s cricket perspective. Both of these individuals are hugely respected icons of the modern game, and through their ongoing role working in the media will assist FICA in staying in touch with international cricket issues on a daily basis.

At our 2016 AGM in Cape Town, we welcomed former professional cricketer and new FICA chief executive, David Leatherdale, to the FICA board. We would like to thank his predecessor, Angus Porter, for his considerable contribution to the organization in prior years.

Sadly, from FICA’s perspective, we say farewell to our outgoing President, Jimmy Adams as he takes up a new permanent role with the West Indies Cricket Board. We thank Jimmy for the guidance he has given to us and the board and the passion he has always shown for the player cause around the world. We wish him well in the next chapter of his impressive career.

As the global players’ voice we believe a number of key issues across the game should be addressed and we cover these in more detail in this report. Issues in South Africa in 2016 have highlighted the ongoing challenges the game faces with the threat of corruption and match fixing.

The structural breakdown and failure of the professional cricket system in Zimbabwe is a reminder to all about how quickly systemic breakdown can occur under poor management. The emerging global epidemic of the non-payment of players and a lack of respect for playing contracts across a number of countries and events highlights the need for globally accepted minimum contract standards and international governance arbitration.

The complete absence of player representative bodies in major cricket nations including Pakistan and India, as well as a lack of proper recognition of the established associations in Bangladesh and Sri Lanka means that players in large parts of the cricketing world do not have a voice in the decisions that will impact on those countries or proper representation on issues that are critical to them. This occurs despite the game being a professional business and the players being key drivers of the following of the game.

The game also finds itself at an important crossroads in its evolution. FICA’s International Cricket Structural Review 2016 document sought to highlight systemic problems in the game on an international level that are destabilizing cricket’s traditional structures. The relentless growth of domestic T20 competitions, with new additions in 2016 including the first Pakistan Super League, the first Women’s Big Bash and the first Kia Super League, has seen more players than ever before on women’s professional teams. These leagues are generally good for cricket and we commend the Member Boards who stage highly successful leagues. T20 cricket is undoubtedly the future of the game, drawing new and increased numbers of fans and presenting significant playing and earning opportunities for players. However, T20 leagues also present challenges to the game’s traditional structures and most notably the structure of bi-lateral international cricket, the current economic engine room of the world game. FICA believes that it is necessary for the structure of bi-lateral cricket to change in order to keep pace with the rest of the game and should this change not happen the players, the fans and the commercial partners will increasingly turn more and more towards T20 cricket and away from bi-lateral international cricket. It’s encouraging that we have been able to play a role in the ongoing discussions about the future structure of the game and we have shared player insights and opinions on the pressures inherent in the current system. We urge the stakeholders to present a viable vision for the future of the game that balances domestic T20 cricket alongside international cricket and that doesn’t force players to choose between building a successful and financially rewarding career over their desire to represent their countries. We are cautiously supportive of any innovations, such as day/night tests, that make the game more attractive to fans and broadcasters and we commend Cricket Australia in particular for pioneering this innovation.

We would like to thank his predecessor, Angus Porter, for his considerable contribution to the organization in prior years.

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2016 was an extremely important and positive year for FICA operationally. The year marked the first full twelve months of the implementation of the new five-year FICA corporate strategy as set by the board at the 2015 AGM. Over the course of the year we have made some significant steps towards delivering on our strategic aims, underpinned by the development of a more robust programme of internal systems and processes.

**REPRESENTATION & MEMBER ASSOCIATIONS**

Our primary focus as the unifying federation above our member players’ associations is to directly deliver to those associations, their players and the international player community. During 2016, we significantly increased the information flow to and between our member associations, sharing best practice, providing guidance and advice and unifying our collective opinions on the major issues in the game. We established a number of FICA Working Groups, made up of selected representatives of our player associations, that delivered reports, papers and recommendations on a number of important issues. We spent time in situ at several of our members’ associations, including in Australia, England and South Africa, building direct engagement with the talented workforce that exists under the FICA umbrella. We have provided support to the West Indies Players Association in the shaping of their future personal development programmes. We continue to provide significant support and guidance to the professional players in Scotland, assisting them in the development of the first player association in their country, and we are optimistic this will be formalized in 2017. We hope to engage players in Ireland and Afghanistan in the near future. Finally we have offered our support, following the Indian Supreme Court ruling, to cricket in India to assist in the establishment of their first players’ association as ordered by the court. We fundamentally believe that in growing both the number and quality of player representative associations around the world, within the FICA group, there will be clear and direct benefits to the players they represent and to the development of the game as a whole.

**VOICE & GAME RELATIONS**

For FICA to be effective it needs to have high quality, formal and informal relationships with the ICC, the country Member Boards and the game’s other key stakeholders, based on respect and contribution. The last year has seen a step-change in the engagement between FICA, the ICC and selected Member Boards. We have established a programme of regular meetings, forums and 2-way dialogue with key ICC officials and Member Board chief executives that has seen FICA deliver positive and constructive contributions, player data and insights and written submissions to the Chief Executives’ Committee, focused on key issues being discussed at the top of the game. We look forward to 2017 and the prospect of formalizing this relationship further. More specifically, and in relation to the direct representation of player views into the ICC Cricket Committee, Tim May continues to represent the world players, via FICA, in this forum. During 2016 we also began a programme of direct engagement with the Marylebone Cricket Club (MCC) and presented to their Cricket Committee at Lord’s in July. As with the ICC we look forward to building and formalizing this relationship further. Finally, FICA remains a committed member of UnionsAthletes, the World Players Association across many different sports, including American football, baseball, basketball and ice hockey. This organization is growing in influence under the guidance of Brendan Schwab, with the aim of unifying the voice of all professional athletes globally.

**PLAYER WELFARE**

Player welfare, safety and security are all of fundamental focus to FICA and our players’ associations. We continue to be a hub of independent expert advice on security issues for international tours, ICC events and certain domestic T20 events, and we provide regular security updates and reports to our players’ associations as well as direct to players and agents. We also continue to progress the work initiated by the FICA Health and Safety Report 2015 and to look specifically at areas such as helmet, safety and concussion. It remains our view that there should be a set of global minimum standards across all areas of health, safety and security and that there should be a number of appropriate global forums or committees that set enforceable, global policy, free of regional interest, and guided by independent expertise.

**PLAYER EMPLOYMENT AND CRICKET OPERATIONS**

2016 was an exceptionally busy year for FICA in representing players across a range of contractual and employment issues. We assisted numerous players who have moved owing to them from various playing contracts from events around the world, including the Masters Champions League 2015/16, previous Bangladesh Premier League and the PSL. We are also aware of significant non-payment of players in professional cricket in Zimbabwe where there is no player association to assist. After five years of legal dispute FICA successfully assisted in resolving the non-payment of players from the defunct Indian Cricket League (ICL) and we were able to ensure that payments to several players and support staff were actually made. We continue to push for a long-term international solution to contractual disputes, ideally through an internationally recognized global contract enforcement mechanism and dispute resolution forum. The professional cricket system is based on contract, and contracts should be respected and honoured in all countries. During 2016, FICA has provided contract negotiation and input into player contracts across a number of events, notably domestic T20 leagues, including the Pakistan Super League, Caribbean Premier League and Kia Super League. In addition we continue to provide information to players and agents on approved /disapproved cricket. FICA is currently engaged in representing the interests of players in relation to the ICC and Member Board plans to update restrictions on player movement and player release, relating to domestic T20 leagues and availability for international cricket. We hold the fundamental view that unfair restrictions should not be imposed on players. FICA continues to work on behalf of players from around the world where they are subject to sanctions under the various codes within the game covering anti-doping, code of conduct, integrity and boarding actions. We reviewed anti-doping and illegal action provisions during the year following career-impacting bans imposed on Kusal Perera of Sri Lanka and Tabin Ahmed of Bangladesh. Both, but particularly Kusal Perera’s unfair ban, which was subsequently overturned, were examples of why the game needs to continue to ensure any codes it imposes on players are fair and balanced. We believe some of the current systems of regulation and sanction within the game are not fit for purpose and we will continue to advocate for change at ICC level. In 2016 FICA established an Integrity Working Group, which drew together best practice and unified positions from across our member players’ associations on the important area of corruption and match fixing. We are thankful for the significant input of the New Zealand Players’ Association and the players’ associations of South Africa and England are credited for delivering a programme of player integrity workshops in South Africa, conducted by former player Mervyn Westfield. High quality and relevant education and prevention programmes empower players to be part of the solution as the most vital component in the game’s fight against corruption. FICA has had some engagement with the ICC Anti-Corruption Unit (ACU) during 2016 but we remain frustrated by the lack of a more formal, overarching agreement based on cooperation and education.

**INTERNATIONAL CRICKET STRUCTURE**

In April 2016, FICA completed and presented its International Cricket Structural Review document, based on FICA’s labour market data and player insights and opinions. The review, guided by a FICA International Cricket Structure Working Group, assessed player relevant areas of the international cricket framework and made recommendations for change and development. It is FICA’s view that a viable, successful future structure for the game must be grounded in the understanding of the dynamics of player movement and choice, as well as an assessment of the boardroom and structural weaknesses that exist in the game. The review was presented to the ICC and selected Member Board chief executives and shared with the wider cricket community and media. Following the review, FICA is now playing an active role in the discussions at ICC level about future structures of the game at Test, ODI and International T20 level. Once draft proposals are presented by the ICC we will ensure that international players and their players’ associations have the opportunity to assess and give feedback to the proposals. We thank ICC management, and the Member Boards who have been part of this engagement, for the spirit and openness in which these discussions have taken place.

**PLAYER AFFINITY, INSIGHTS & COMMUNICATION**

FICA’s ongoing development and success will be directly linked to the relationship it builds and maintains with the players themselves. 2016 saw FICA enhance its player communication programme. It delivered in-person presentations to the Australian, English, New Zealand, South African, Scottish, Sri Lankan and West Indian international men’s player groups. It also delivered similar presentations to the Australian, English and South African international women’s player groups. FICA delivered an enhanced World Player Insights Survey in 2016, with a record number of player respondents. This formed the basis of a detailed Player Insights report that has guided much of FICA’s positioning and discussions at the top of the game. FICA conducted a number of smaller, targeted surveys throughout the year on key issues, notably its surveys on pink ball and day-night Test cricket. Throughout the year, we have also built a programme of more ad-hoc communication with players, agents and key team officials around the world and now regularly communicate with the international cricket captains.

**EXTERNAL COMMUNICATIONS**

2016 saw FICA deliver a new look, a new website and a number of new communications materials. Additionally FICA was more proactive in the cricket media, delivering comment on key issues, with positions grounded in the FICA Principles and player data and insights.

2017

Thank you to Tony Irish, the FICA Board and to outgoing President Jimmy Adams for their ongoing support and commitment to representing players globally. FICA will be aiming to build on the platform we have established in 2016 and to continue to make a relevant and valuable contribution to the game. This report highlights our areas for change and improvement in the game, under the six pillars of our FICA Principles and identifies our areas of specific focus for the forthcoming year.

Tom Moffat
FICA Chief Operating Officer
WHAT ARE FICA’S PRINCIPLES

The FICA Principles, established in 2015, have been shaped by the insights and opinions of players from across the world game, past and present, international and domestic.

The FICA Principles are fair, reasonable and aspirational. They highlight what FICA stands for, guide FICA’s activity and act as a set of benchmarks to which FICA will seek to hold the game and its administration accountable.

The FICA Principles cover six fundamental areas and give rise to required standards and structures, as well as a set of Ambitions, that FICA sees as vital for the future success of cricket. The six areas are:

1. REPRESENTATION & VOICE
2. INTEGRITY
3. EMPLOYMENT RIGHTS
4. WELFARE, EDUCATION AND CAREER TRANSITION
5. INTERNATIONAL CRICKET STRUCTURE
6. GOOD GOVERNANCE

2016 ASSESSMENT & 2017 PRIORITY FOCUS

This FICA Annual Review has assessed each of the FICA Principles and their associated Ambitions for the 12 months of 2016. The review highlights significant developments and progress, as well as areas of concern, against the Principles and Ambitions.

Furthermore, the review highlights areas of Priority Focus for both FICA and the game more generally for 2017.
01 REPRESENTATION & VOICE

THE PRINCIPLE
All professional cricketers have the right to collective representation at both ICC and country board levels and to have their individual rights protected by fair process and the representative of their choice. All professional cricketers should have a voice and be able to contribute to decision-making in the game on matters that fundamentally or materially affect their professional working environment or terms of employment. Where this is not respected, the players retain the right to take appropriate collective action.

AMBITIONS FOR THE GAME

1.1 All male and female players should be able to join and be represented by a well-resourced and accountable players’ association should they choose to do so
1.2 All genuinely representative players’ associations should be formally recognised by relevant country boards
1.3 Every professional player has the right to collectively bargained terms and conditions of employment
1.4 The players’ associations’ relationship with their country board should be governed by a fair agreement that, as a minimum, includes those matters on which the association shall be consulted and on which negotiation will take place
1.5 All players’ associations that comply with FICA’s minimum standards should be able to join FICA
1.6 FICA should continue to be formally recognised as the players’ representative at international level by the ICC and engaged appropriately by the ICC on player issues
1.7 There should be at least two democratically elected current player representatives on the ICC Cricket Committee and ICC Women’s committee who are capable of representing the players’ views
1.8 FICA should attend at the ICC Chief Executives Committee and be consulted on all relevant ICC event arrangements
1.9 FICA should have the right to present to and engage with the ICC at the appropriate time and in the appropriate forum on matters that impact on professional players around the world

2016 ASSESSMENT

- FICA is encouraged by the increased focus on formal recognition of and contractual developments for female cricketers by several of its players’ associations, notably those of Australia, England, New Zealand, South Africa and West Indies
- FICA is delighted to welcome Lisa Sthalekar to its main board
- FICA is extremely concerned about the plight of professional cricketers in Zimbabwe and Zimbabwean cricket more broadly. It is clear that the game in Zimbabwe has gone backwards, there is no longer a recognized players association and dialogue between players and the board is poor. The non-payment of players in Zimbabwe, as well as other contractual failings is cause for serious concern
- FICA has concerns around the recognition of the respective players’ associations in both Bangladesh and Sri Lanka and subsequently their ability to effectively represent the professional players in these countries
- FICA remains concerned that there are no formal player association structures in either India or Pakistan. However, FICA is encouraged that the Lodha Committee’s criteria for the improvement of Indian cricket governance, which was also mandated by the Supreme Court, included reference to the development of a players’ association
- FICA is encouraged by the recent developments in the relationship it has with the ICC and several Member Boards and their chief executives. FICA remains committed to establishing a more formal ‘partnership-type’ agreement and official recognition of its role in the game with the ICC
- FICA is pleased to have a more structured role in contributing to the ICC key meetings and forums, such as the CEC meetings, however this role has stopped short of the formal process of contribution that FICA advocates
- FICA is pleased that the ICC has welcomed back Tim May, FICA’s former chief executive, to the ICC Cricket Committee as voted for by the majority of the world’s national team captains
- FICA is encouraged by the ongoing development of a Scottish players’ association in which FICA is playing a leading support role. We are pleased with the positive and developing board relationship in Scotland and we anticipate welcoming a new Scottish players association to FICA in 2017
- FICA has had conversations with players from Nepal following the formation of an association, and we remain willing to engage with them and support their objectives
- Four of FICA’s players associations have overarching, formal Collective Bargaining Agreements (NZ, Aus, WI) and SA and ECB and The Team England Player Partnership (TEPP) have close working relationship on contract structures
- FICA has concerns around the Cricket Australia’s approach in looking to significantly alter the collective revenue sharing model that has so successfully underpinned the players relationship with the game and grown the game in Australia. In their new negotiations with the ACA and players
- FICA continues to have concerns about the ongoing split between the West Indies board and many of their senior international players

2017 PRIORITY FOCUS

- Continue to advocate for equal recognition and employment security for female cricketers worldwide
- Monitor developments in Zimbabwe, Bangladesh and Sri Lanka and advocate for formal recognition of player associations where they exist in those countries
- Assist, where possible and appropriate, in the development of a players’ association in India
- Continue to work for a formal MOU type agreement between FICA and the ICC / member boards which engage with it to cement the growing relationship and spirit of cooperation
- Continue to actively engage with the ICC at management and committee level, delivering input in key meetings and forums as well as working towards a more formal structure for engaging with the ICC at various levels
- Complete the establishment of Scotland’s Players Association and formalize its membership of FICA
- Continue to support the ACA in its negotiations with CA, upholding the principle of collectively bargained contractual terms and rights
- Initiate and progress conversations in both Afghanistan and Ireland focused on establishing formal player representative associations in both countries
INTEGRITY

THE PRINCIPLE

All stakeholders, employees and players in the game must act with integrity, upholding the values and traditions of cricket. External threats from doping, corruption and match-fixing must be combatted professionally and appropriately. The defence against threats must focus on engaging, educating and empowering all stakeholders including the players.

AMBITIONS FOR THE GAME

2.1 A well-resourced, fully independent Anti-corruption Unit (ACU), operating centrally and coordinating operations in all ICC Full Member nations

2.2 A joint approach to anti-corruption between FICA and ACU and between players’ associations and anti-corruption units of country boards

2.3 Proportionate, reasonable and effective anti-corruption regulations and measures agreed in consultation with the stakeholders to whom they apply, and applicable to players and officials alike

2.4 A meaningful, externally-monitored and enforced Code of Conduct and Ethics for all administrators and officials at ICC and domestic board level

2.5 A comprehensive, well-resourced and world-class global education programme developed with, and for, all professional cricketers, and other participants in all countries, on issues that affect the integrity of the game

2.6 A collectively-bargained, effective, intelligence-based anti-doping programme with an appropriate and agreed whereabouts and testing regime agreed with the players

2.7 A benchmarking of supporters trust in the integrity of cricket with the aim of continuing to improve the public’s perception of the game

2.8 Clear and published processes and criteria for the awarding of event hosting rights to any venue or country agreed in consultation with participants’ representatives

2.9 Clear and published processes and criteria for the awarding of commercial contracts for the provision of goods or services to the game

2.10 Support and rehabilitation of players who have been offenders but have admitted to their wrongdoing, cooperated with authorities and sought to make amends by assisting both the fight against corruption and the education of young players

2016 ASSESSMENT

- The match fixing investigation in South Africa during 2016 highlights the constant need for vigilance on the issue of corruption in the game. CSA and SACA are to be commended for the joined-up approach in dealing with this and mention is made of the NZC for sharing their guidance and insight with SACA throughout the ongoing investigations and to ICC’s ACU for support given to CSA

- FICA is concerned that match fixing issues in domestic cricket will increase around the world as domestic tournaments are increasingly broadcast to growing global television audiences

- Although the ICC’s ACU is established and functioning in international cricket, FICA believes it should be better resourced and have greater scope to co-ordinate anti-corruption measures in all ICC Member countries

- It is a significant source of frustration that there is no formal relationship between FICA and ACU and no formal engagement with players at all professional levels through FICA. Without a formal relationship with the players, through FICA, the game isn’t doing all it can to tackle corruption as effectively as possible

- FICA notes that some player associations have good working relationships with their respective domestic anti-corruption units, with NZ and SA setting the standard and England and Australia having positive domestic relationships

- FICA believes that whilst integrity regulations are robust, the process for their imposition in the game and to players is less effective as it follows a top-down imposition rather than a collectively agreed structure that empowers players

- FICA established its Integrity Working Group in 2016 to develop policy on global education programmes and internal best practice on corruption issues. This included an Integrity Workshop, led by SACA, at the FICA 2016 AGM

- FICA believes there should be a more meaningful code of conduct and ethics for administrators in the game

- FICA remains disappointed that there is no global approach to integrity education worldwide and that there are significant gaps in and inconsistency of delivery around the world

- FICA notes that some countries do a good job with effective and quality education delivered through the Member Boards and/or the players’ association. FICA would like to see significant central resource allocation to the area of player education and for FICA and its players’ associations to play an active role in the design and roll out of a consistent worldwide programme

- As with all other high performance professional sports, it is FICA’s view that cricket needs to be constantly on its guard to the threat of increased doping, especially given the changing strength and power nature of the game

- FICA has concerns around the inflatability and inconsistency of the current doping system and its openness to punishing inadvertent dopers, as well as its lack of specific relevance and tailoring to professional team sports such as cricket

FICA highlights the case of Kusal Perera, who was given a provisional ban for six months in 2006 for it then to be established that he in fact produced the substance within his body. The system has therefore unfairly impacted on the career and reputation of a talented player

FICA has concerns that there is no formal, internationally-recognised protocols for programmes of rehabilitation support for players. However FICA also notes the good work by several of its member players’ associations in this regard

- Players have expressed concerns around the confidentiality of reporting processes, especially in integrity and match-fixing matters and this should be addressed. It is critical that players have faith and trust in as many of the anti-corruption processes as possible

2017 PRIORITY FOCUS

- Advocate for a better-resourced, globally-focused ACU

- Advocate for a clear, formal relationship with ACU based on a unified approach that empowers players

- Continue to advocate for collectively agreed regulations and aim to play an active role in the processes of negotiating fair, reasonable and relevant regulations

- Continue the development of the FICA Integrity Working Group

- Continue to advocate for a unified code of conduct for administrators

- Continue to advocate for a global integrity education programme and for FICA and its players’ associations to play an active role in designing and delivering this in partnership with the ICC and Member Boards

- Advocate for a global anti-doping programme that FICA and its member associations play an active role in designing and delivering

- Advocate for a global player rehabilitation and support programme drawing on best practice experience of some of its member players’ associations

- Advocate for stronger and more confidential whistleblowing and player reporting procedures, especially in the areas of integrity and match fixing, drawing on the experiences of domestic player associations and including a clear role for player associations and FICA
EMPLOYMENT RIGHTS

THE PRINCIPLE
Every professional cricketer, both male and female, has the right to pursue a career based on merit and free from any discrimination or harassment. Every professional cricketer has the right to work under the protection of the law in just and favourable conditions of work, including a safe and healthy working environment. Every professional cricketer has the right to a fair wage, fair workload, rest and leisure, privacy, workplace representation and the protection of a secure and easily enforceable contract. Every professional cricketer has the right not to be dismissed or suspended for arbitrary or capricious reasons. Every professional cricketer should have access to a fair dispute resolution process. A player should not be subject to any penalty which is disproportionate or without just cause. Every professional cricketer has the right to have his or her personal attributes (including name, image, likeness, signature, voice and biographical information) protected and his or her attributes and commercial performances should only be exploited with his or her consent.

AMBICTIONS FOR THE GAME

Professional cricket, as with other professional sports, are entitled to employ rights.
Fair and equitable treatment of male and female players, particularly in regard to employ rights, protections, terms and conditions.
Collectively bargained standard contracts of employment for all professional cricketers.
Player remuneration appropriate and fairly calculated in recognition of the player’s central role in the game’s income generation.
Fair and appropriate payment to players in respect of exploitation of their player attributes and commercial performances.

2016 ASSESSMENT

FICA has serious concerns with the continued systemic non-payment of players across both international and domestic cricket, including payments to players from the Masters Champions League and previous versions of the Indian Premier League and the Bangladesh Premier League.
FICA is pleased to have delivered a resolution for some players to the non-payment of players from the ICL; however it believes that it is unacceptable that this resolution comes after 5 years of legal dispute.
FICA is seriously concerned about the systematic non-payment of players in Zimbabwe as well as the systemic failure of the game in Zimbabwe.
There is still substantial variation in the employment rights.
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terms and conditions provided to players around the world and FICA notes the widening gap between player contractual standards and remuneration between those at the top of the game and those at the bottom.
Within the FICA countries established professional contractual structures exist in Australia, England, New Zealand, South Africa and more recently the West Indies. FICA is encouraged by the developments in West Indies and the role played by the West Indies Player Association (WIPA).
Within the other FICA countries FICA highlights that there is still much work to be done in Sri Lanka and Bangladesh especially for those players not playing internationally.
FICA remains concerned with the inequality between male and female cricketers in relation to their profession employment terms and conditions, worldwide. FICA is encouraged by some positive developments in Australia, England, New Zealand and South Africa but highlights that there is still a long way to go.
FICA highlights the work done in the West Indies with its women players arrangements as one example of good progress made.
FICA highlights the contractual structures of the Kia Super League and the WBBL as a positive development for the women’s game but there is still more to be done in making those contracts more robust.
FICA would like to see minimum standards of player contracts based on recognised rights and obligations and respect of contract between Member Boards, leagues and players as standard across the world.
FICA highlights the inconsistency globally in player remuneration structures, with a lack of adherence to clear guiding principles of remuneration based on an equitable share in the game and its revenue. Massive wage imbalances, enhanced by currency issues, are challenging the fundamental structures of the game causing shifts in labour movement patterns and challenging player adherence to traditional contract structures and career pathways.
FICA views the current regulations governing international player movement as not fit for purpose. FICA is concerned with the development of discussions at ICC level that look to further restrict players’ playing opportunities in domestic T20 tournaments around the world with certain Member Boards also advocating for release fees for players and seeking to limit player movement through regulation, without providing players with any reciprocal protections or minimum standards.
FICA is fundamentally opposed to the artificial restriction of player movement unless it is agreed as part of a significantly better overall structure and system of player movement regulation.
FICA has identified that there is a huge disparity in player appraisal processes worldwide and failure in some countries to treat players as valued employees as would happen in other industries where such employees are key to the success of the industry.
FICA remains concerned that at an international level, players do not have the right to nominate arbitrators onto disciplinary panels, with the exclusive right held with Member Boards and ICC. Choice of arbitrator is a fundamental principal of grievance and dispute resolution, and players are not currently afforded that.

Domestically there remains disparity in the discipline procedures for professional cricketers and FICA believes there should be an internationally agreed and respected set of minimum standards relating to this.
FICA notes that there is no global minimum standard on the collection, ownership and use of player data or breaches in the use of that data.
Although FICA recognises that different countries may take different views on security risks relating to players and teams there is a general inconsistency in the addressing of security issues and the provision of advice and guidance, internationally. Uniform agreed processes and minimum standards with a clarity around responsibilities is at least essential in dealing with security.
FICA acknowledges that there are strong security processes in certain individual countries where player associations work closely with the Member Boards.

2017 PRIORITY FOCUS

Advocate for all player contracts to be paid in full and on time and an appropriate effective global contract enforcement mechanism, dispute resolution process and sanction for non-compliance with clear contractual employment obligations.
Continue to advocate for minimum standards of employment rights worldwide through direct engagement with Member Boards and ICC.
Continue to advocate for fair women’s contractual structures and standards through direct engagement with Member Boards and ICC.
Continue to provide independent guidance and input into player contracts internationally, especially in domestic T20 events.
Advocate for diminishing the wage gap through fairer shares of game revenue for players and supporting recognized processes of collective player contract negotiations.
Work to deliver a better, clearer, more relevant and agreed system of player movement regulations.
Advocate for a globally accepted player appraisal structure.
Advocate for independent disciplinary panels, both internationally and domestically, especially focused on player labour disputes, that follow agreed and appropriate processes.
Work with ICC to build an acceptable global minimum standard of player data management.
Advocate for agreed enforceable consistent minimum standards and a unified approach for security processes globally, including a clear role for player associations and FICA.
**WELFARE, EDUCATION & CAREER TRANSITION**

**THE PRINCIPLE**
Cricket should provide a working environment and resources for all professional cricketers, both male and female, that protect a cricketer’s welfare, health and safety, and his or her physical, mental and social wellbeing as well as promoting personal growth and sporting excellence. All professional cricketers are entitled to expert treatment and support, when injured or incapacitated in any way, funded by the resources of the employer and the sport. All professional cricketers have the right to an education, to prepare them for their career transition.

**AMBICTIONS FOR THE GAME**

<table>
<thead>
<tr>
<th>AMBITION</th>
<th>DESCRIPTION</th>
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<tbody>
<tr>
<td>4.1</td>
<td>Every professional cricket event and venue should adhere to an agreed minimum level of health and safety standards, both on and off field</td>
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<tr>
<td>4.2</td>
<td>Every professional player should have access to qualified sports science and medical support staff to ensure his or her optimum physical wellbeing</td>
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<tr>
<td>4.3</td>
<td>Every professional player should have access to an adequate response to any reasonably foreseeable medical emergency while playing, training and touring</td>
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<td>4.4</td>
<td>All professional players should be insured by their employer to an agreed minimum level against temporary or permanent disablement</td>
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<td>4.5</td>
<td>Every player should be entitled to an agreed reasonable minimum time away from cricket every year</td>
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<tr>
<td>4.6</td>
<td>Every player’s dependents should be granted the reassurance of an agreed minimum level of death in service cover provided by the player’s employer</td>
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<tr>
<td>4.7</td>
<td>FICA seeks to partner with the ICC and cricket’s administrators to undertake research into relevant player injury, health and wellbeing issues, and to ensure that appropriate action is taken in response to the findings of such research</td>
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<tr>
<td>4.8</td>
<td>Every player should have access to confidential and professional counselling for his or her professional and personal mental health needs</td>
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<tr>
<td>4.9</td>
<td>Every player should be given a comprehensive education on the rules and regulations of the game, delivered in partnership with the local player association or FICA including, in particular, anti-doping and anti-corruption education</td>
</tr>
<tr>
<td>4.10</td>
<td>Every professional player should have access to a Personal Development Officer to assist in welfare, personal development and career transition</td>
</tr>
<tr>
<td>4.11</td>
<td>Every player should have access to opportunities to further his or her education in any field to improve his or her prospects for success in life after professional cricket</td>
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</table>

**2016 ASSESSMENT**

- FICA believes that the absence of a fit for purpose global body or committee that deals with health and safety issues generally means that these issues are currently only looked at globally on an ad-hoc basis through consultants, or individually by Member Boards.
- There are discrepancies in the way health and safety issues are dealt with around the world.
- FICA notes however, the positive discussions that are currently occurring at ICC level regarding setting up a global medical/sports science committee.
- FICA encourages increased prominence and discussion on dealing with concussion and helmet standards.
- FICA believes that there should be overarching, enforceable minimum standards on health and safety in cricket.
- FICA believes there is a need for consistent insurance provisions in professional contracts. Ensuring clarity of responsibility is critical particularly in a system in which players move between countries and employers.
- FICA highlights that provision of ‘outside of game support’ including Personal Development Officers and supported career development and education is done successfully in some countries but is unfortunately non-existent in others.
- SACA, PCA, ACA, NZCPA and the Member Boards they work with lead the way in continuing to develop their programmes in the provision of player welfare support, career transition and personal development programs and in acknowledging that cricket is a short term and precarious career.
- FICA makes special mention of WIPA for its progress in the areas of career transition and personal development and its growing framework to support players.
- FICA also makes special mention of ACA for its Past Player and Game Development Programmes which have been a ground-breaking, and which the current players themselves have made significant financial contributions to support past players and keep them engaged in cricket.
- There are concerns around the lack of formal frameworks for players to be assisted in some countries.

**2017 PRIORITY FOCUS**

- Advocate for a formal global health and safety body to provide a focal point for developing global enforceable policies on health and safety.
- Work with the ICC and Member Boards to develop global minimum standards on health and safety, including in relation to ongoing helmet standards and also dealing with concussion.
- Work with the ICC and Member Boards to develop global minimum standards on player welfare and career transition.
- Work to ensure best practice continues to be shared between players’ associations on player welfare and career transition, including through formation of the FICA Player Welfare Working Group.
- Assist countries that have no formal framework in dealing with player welfare and career transition to develop one, preferably led and delivered by a fully functioning player association.
- Aim to partner with the ICC and Member Boards in ensuring delivery of consistent player education on key rules and regulations which is comprehensive and meets an appropriate standard in all countries.
- Complete an audit of insurance provisions for players globally with a view to advocating for globally consistent minimum standards in insurance provision and ensuring fit for purpose contract provisions.
INTERNATIONAL CRICKET STRUCTURE

THE PRINCIPLE
Men’s and women’s international cricket should be structured to deliver the best sporting competition with the best players available to play for their national sides when selected. The structure should provide a clear narrative to the cricket public, appropriate playing opportunities for all teams and a clear progress pathway for developing countries. The international cricket structure should not be governed entirely by short-term financial considerations and must take into account the volume and context of cricket, player workload and a balance of the formats of the game.

AMBITIONS FOR THE GAME

5.1 A balanced and consistent International Schedule, scheduled around context and providing fair playing opportunities for all nations.

5.2 Clear context for international cricket that transcends bilateral competition and gives meaning and prestige to every match due to the impact that match has on qualification for ICC Events, global ranking, or significant financial reward.

5.3 An accessible and meaningful, meritocratic opportunity for developing nations to compete in all formats of the game.

5.4 Ongoing consultation with the players, including via FICA, on the international playing structure of the game and any proposed fundamental changes to the structure.

5.5 Clarity and consistency in the recognition of current and future tournaments, leagues and competitions in any format for any professional cricketer that are good for the game, the players and the spectators.

5.6 Clarity and consistency in the position within the annual international cricketing calendar for all current and future recognised leagues and competitions, especially domestic T20 leagues, that feature international players from other countries.

5.7 Objectively researched maximum limits on player workload and volume of cricket agreed with FICA and properly recognised in the International Schedule.

5.8 Globally consistent and objectively determined playing conditions, including the use of the best available technology, applied in matches between all opponents.

5.9 Ongoing consultation with the players, including via FICA, on the playing conditions of the international game and any proposed changes to those conditions.

2016 ASSESSMENT

- FICA believes that the current international cricket schedule is unbalanced and inconsistent. It does not provide sufficient context above bilateral cricket outside of the major ICC events, other than for selected Icon Series in Test cricket. The Intercontinental Cup and the World Cricket League at associate member level do however demonstrate how context can be created at international level outside of short format events. FICA believes that the current international structure is cluttered, confusing and frequently subject to change, and is consequently not realizing its full potential as a sporting product.

- FICA believes the game currently does not offer ICC associate members enough playing opportunities against either each other or ICC full members. In addition, FICA does feel there is an adequate development pathway for associate members. Consequently international cricket offers very limited career opportunities for talented cricketers in associate countries.

- FICA believes there should be greater consistency in the recognition and regulation of new tournaments, leagues and competitions. Furthermore FICA believes there should be globally agreed and enforced minimum standards that relate to the delivery of new tournaments, leagues and competitions once the they have been recognized.

- FICA believes the scheduling of cricket around the world should address the fact that domestic T20 cricket is in direct competition in the calendar with international cricket. FICA advocates scheduling windows for key formats of the game.

- FICA notes the increasing prominence and commercial viability of domestic T20 leagues. FICA is supportive of the growth of the domestic T20 leagues and the opportunities they present to players and to growing the game worldwide. However, as highlighted in the FICA International Cricket Structural Review 2016, we believe that the growth of the domestic T20 leagues is also causing tension between the international cricket framework and forcing broadcasters, fans and players to choose between formats and events.

- FICA will continue to advocate for a better future structure of international cricket and will continue to contribute to ongoing discussions as well as providing player insights and feedback on proposed future plans.

- FICA will look to engaging ICC on the issue of player workloads to develop a considered global research programme.

- FICA will continue to objectively assess and provide player feedback on any innovations or alterations to playing conditions around the world.

- FICA will continue to advocate for the consistent adoption of technology across International cricket.
GOOD GOVERNANCE

THE PRINCIPLE

Cricket should be administered in line with universally accepted principles of good governance, which not only lead to sporting and commercial success but which are ethical, transparent, and accountable, free from corruption and mismanagement, as well as in the long-term interests of the global game and all its stakeholders, including the players.

AMBITIONS FOR THE GAME

6.1 FICA is committed to democratic principles with each member players’ association having an equal vote
6.2 High-quality, innovative and strategic leadership of the game at all levels
6.3 Published Key Performance Indicators against which the performance of the game’s leadership can be measured
6.4 Clear protocols and process for dealing effectively with complaints about the game’s governance or individuals involved in the game’s governance
6.5 Balanced and skills-based boards and committees at ICC and country board level, including both independent and female directors with democratic, equal voting rights for all
6.6 Clear and transparent structures, decision-making processes and financial reporting by the ICC boards and country boards
6.7 Meaningful representation for the game’s stakeholders, including both male and female players, at country and ICC level in all relevant decision-making processes
6.8 A considered, meaningful and published global development strategy for the game with criteria for financial distribution based on performance

2016 ASSESSMENT

- FICA is concerned about the leadership structures at the top of the game and the ICC’s view of itself as a members association rather than a global governing body for cricket. Whilst there are some dedicated, committed and innovative individuals of the ICC who are trying to move the game forward from well-researched positions, we feel the governance structure provides too much scope for political and regional decision making.
- FICA remains concerned that the decisions taken at the ICC under the 2014 ‘Big 3 takeover’ have yet to be formally and comprehensively reversed.
- The ICC falls short in setting clear and transparent KPI’s for the global game’s development which is linked directly to the governance short comings at the top of the organisation.
- FICA advocates for all boards structures, and notably the ICC, to be based on appropriate internationally recognised good governance principles based on expertise and independence. The ICC board should be empowered with the authority and mandate to make and deliver decisions based on the good of the global game.
- FICA has concerns over the game’s structures and decision making processes that allow for the over-influence of individual Member Boards and that leads to an imbalance in decisions and outcomes.
- FICA highlights that there is significant disparity in reporting processes and transparency of boards around the world and that there is no role for ICC in holding its Member Boards accountable to their performance or behaviour.
- FICA highlights the significant variation in the role of players and their representatives around the world.
- There are strong, positive and effective relationships in some countries notably England, New Zealand and South Africa.
- FICA has concerns about developments in Australia and the approach being taken by Cricket Australia in relation to its dealings with the Australian Cricketers’ Association.
- FICA remains concerned that in many countries there is no role for players or recognition of players in decision making in the game.
- FICA is concerned that there remains a lack of a true global development strategy for the game and defined roles for the formats of the game internationally. However, FICA is optimistic that the ongoing discussions around the structure of international cricket may lead to a better definition and future strategy for the game.

2017 PRIORITY FOCUS

- Continue to advocate for adoption for minimum standards of good governance and to advocate for the ICC to be a global governing body for the good of the game, independent of individual member self interest.
- Continue to advocate for less domination by ‘Big 3’ countries in key governance positions.
- Continue to advocate for a more equitable ICC financial distribution model and away from that established during the ‘Big 3 Takeover’.
- Advocate for the improvement and accountability of all Member Boards internationally with an increase in transparency in decision making.
- Advocate for player representation and a defined players’ role in all countries as well as providing specific support and guidance in the development of new player associations in key countries.
MEMBER ASSOCIATIONS IN 2016

**ACA (Australia)***

**Board & Key Employees**

- **President:** Greg Dyer
- **Player Executive:** Aaron Finch
- **Player Executive:** Moises Henriques
- **Player Executive:** Shane Watson
- **CEO:** Akhtar Nicholson
- **National Manager PD & Wellbeing:** Ben Smith
- **Manager Male Cricket Operations:** Brendan Drew
- **Manager Female Cricket Operations:** Josie Fields
- **Manager Past Player Game & Personal Dev.:** Clea Smith
- **Manager Player Transition:** Carla Daniels
- **Digital Communications:** Liam Coventry-Poole
- **Communications Officer:** Lachlan McKenna
- **Finance Manager:** John Hogan
- **Commercial Manager:** Tim Cruickshank
- **Office Manager:** Gabrielle Bortoli

Website: [WWW.AUSCRICKET.COM.AU](http://WWW.AUSCRICKET.COM.AU)

**NZCPA (New Zealand)***

**Board & Key Employees**

- **Patron:** Barry Sinclair
- **NZCPA Executive Board:**
  - Peter Fulton
  - Richard Jones
  - Grant McKenzie
  - Ross Taylor
- **NZCPA Executive Board:**
  - Dan Vettori
  - Sam Wells
- **NZCPA Executive Board:**
  - Ross Verry
- **Chief Executive:**
  - Commercial & Events Managers: GLEN SULDBERGER
  - Legal Counsel & Player Services: JAN SIVA
  - National Personal Development Manager: RACHAEL HARRIS
  - Event Coordinator: Luke Woodcock
  - Operations Manager: Virginia Sullivan

Website: [WWW.NZCPA.CO.NZ](http://WWW.NZCPA.CO.NZ)

**WPCA (Women’s Panel of England)**

**Board & Key Employees**

- **President:** Andrew Flintoff
- **Chairman:** Matthew Wheeler
- **Chief Executive:** David Leatherdale
- **Head of Development and Welfare:** Ian Thomas
- **Non-executive Director:** Isa Guha
- **Business Development Manager:** Gavin Hamilton
- **Membership Services Manager:** Ali Prosser

Website: [WWW.WPCA.ORG.UK](http://WWW.WPCA.ORG.UK)

**SLCA (Sri Lanka)***

**Board & Key Employees**

- **President:** Graeme LaBrooy
- **Secretary:** Ken de Alwis
- **General Secretary:** Debabrata Paul
- **Vice President:** Khaled Mahmud
- **Vice President:** Aminul Islam Bulbul

Website: [WWW.SLCA.LK](http://WWW.SLCA.LK)

**SACA (South Africa)***

**Board & Key Employees**

- **President & Chief Executive:** Wavell Hinds
- **Vice President:** Nixon McLean
- **Honorary Secretary:** Wayne Lewis
- **Honorary Treasurer:** Liam Sebastian
- **Head of Team England Commercial:** Emma Reid
- **Head of Events and Fundraising:** Emily Lewis
- **Commercial Assistant:** Emily Buzaglo
- **Player Rights Manager:** Erin Caldwell
- **Player Rights Assistant:** Zoe Leonard

Website: [WWW.SACA.ORG.ZA](http://WWW.SACA.ORG.ZA)

**WPA (Women’s Panel of Australia)**

**Board & Key Employees**

- **President:** Wavell Hinds
- **Vice President:** Nixon McLean
- **Honorary Secretary:** Wayne Lewis
- **Honorary Treasurer:** Liam Sebastian
- **Legal Research & Communications:** Simone Seedansingh
- **Office Manager & Player Resources:** Gabrielle Nain
- **Office Manager:** Marla Seedansigh

Website: [WWW.WPA.LK](http://WWW.WPA.LK)

**SLCA (Sri Lanka)***

**Board & Key Employees**

- **President:** Graeme LaBrooy
- **Secretary:** Ken de Alwis

Website: [WWW.SLCA.LK](http://WWW.SLCA.LK)
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Representing the views and interests of professional cricketers around the world:

MOVING THE GAME FORWARD
IN A POSITIVE WAY

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