

PCA Contractual Advice Service – Policy (Nov 2020)

All services to players outlined in this policy will be provided free of charge.

Guidance and Support

The PCA will provide information, guidance and support to members relating to employment contracts. The PCA is able to provide clarification and act as a sounding board for other stakeholders in the professional game, such as Directors of Cricket or accredited player agents.

The PCA can provide guidance on:

- Employment contract terms and structures
- Insurance matters
- Single format only cricketers
- Queries related to the Standard Contract, Women's Domestic Contract, Hundred Contracts and Central Contracts
- Obtaining NOC's
- Accredited Agency Agreements

Re-Negotiation of Contracts

The PCA believe that contract renegotiation is an opportunity for members to develop themselves and their skills, helping them prepare for the future. With this in mind, the PCA encourages members to utilise the Contract Advice Service in the following two ways:

- To provide guidance on salary-bands based on benchmarking clubs, enabling the member to conduct his or her own contract negotiation process.
- To provide guidance on the negotiation process and information surrounding methods and tactics used to achieve the desired outcome.

Should a member not feel comfortable discussing contracts for any reason with their employer or cannot attend contract meetings for any reason, the PCA can, if necessary:

- Attend meetings or have written communication with the relevant parties in conjunction with the member.
- As a last resort, should the above not be possible, provide a full negotiation service.

Player Movement

The PCA have a duty to support members who have been released, in finding new employment. This does not extend to members who are looking to move for career progression or financial gain.

- The PCA will, if requested by the member, circulate details of any released member to every Director of Cricket via email only and deal with any resulting enquiries appropriately, facilitating conversations between parties where necessary.

- The PCA will pass all approaches within the regulations by counties/teams to the relevant member and facilitate conversation where required.
- The PCA will not pro-actively promote members to alternative employers simply for career progression as this may create instances of conflict of interests with the PCA, clubs and other members. In the event a member in this situation wishes to contact clubs themselves, the PCA will provide relevant contact details for the Directors of Cricket and advice on how to facilitate the process.

The Hundred

The PCA will treat The Hundred in line with the other domestic competitions.

- The PCA will provide guidance associated with this tournament, including registration and salary insurance details.
- The PCA will not pro-actively promote members to alternative employers.
- For retention advice, please see the 're-negotiation of contracts section'.

Overseas Tournaments

The PCA will not engage in all areas regarding overseas tournaments, on players' behalf.

- The PCA will not seek or negotiate contracts with Franchise teams around the world.
- The PCA will provide guidance associated with these tournaments.
- The PCA will provide guidance on insurance related matters involving these tournaments.

Education

The PCA have a duty to educate its members on the use of accredited agents.

- The PCA support quality player representation and believe that accredited agents can add significant value to a member's career.
- The mantra of the PCA is that accredited agents should add value.
- The PCA will not recommend any agent or management company.
- The PCA will not refer to any agent or management company during its education of members.

Accredited Agent Relationship

The PCA view agents and management companies as having an important role within the game of cricket and our membership.

- The PCA will strive to build a positive relationship with all accredited agents, by communicating regularly and being an appropriate sounding board when required.
- The PCA will endeavour to work with accredited agents where possible for the benefit of members, the accredited agent on an individual basis and the PCA as the collective.

- When there is conflict between an accredited agent and a member, it is the PCA's duty to protect and support the member.
- The PCA believe accredited agents have a responsibility to stay within the regulations set by the ECB. The PCA will offer guidance and clarity to all accredited agents, whenever possible.