



FINNISH BEARS NATIONAL CRICKET TEAM – PLAYER AGREEMENT 2021-22

PLAYER:

1. General

1.1. By signing this agreement, **the player**:

- 1.1.1. understands they represent Finland, the Finnish Bears and Cricket Finland (CF) throughout the contract period.
- 1.1.2. is obliged to observe the Finnish Bears national cricket team code, the Finnish Bear's national team player responsibilities, the Finnish Cricket Association's rules, guidelines and regulations, and all applicable ICC regulations, both while in Finland and when overseas.

2. Validity of the agreement

2.1. The contract period is **1 December 2021 – 31 December 2022**, unless terminated by either party in writing.

3. Governance of the agreement

3.1. This agreement is governed by Finnish law.

4. Player responsibilities

4.1. By signing this agreement, **the player** will meet the terms as stated in **Appendix B** - Finnish Bears National cricket team player responsibilities, including and not limited to the following:

- 4.1.1. where possible, participate in all scheduled training sessions, training camp and squad matches (e.g., Elite T20 fixtures)
- 4.1.2. when selected, represent Finland in international tours, tournaments, and fixtures
- 4.1.3. where required, attend CF events, promotions, or interviews; and
- 4.1.4. where stipulated, make timely payments for travel, training, matches and other expenses.

4.2. For information purposes at the time of this agreement, the CF Board has approved a player contribution for the winter period November 2021 to April 2022 of **190€** (towards all costs for training camps, equipment investments, coaching costs etc. – see all cost details in **Appendix C**); CF budget covers around 65% of these costs currently. Player payment will be due in full by latest end-March 2022. If part of the programme is cancelled due to COVID-19, then an equivalent **refund** will be provided in May. Similarly, if CF secures any Bears sponsors or other new funding sources, then this player fee (or future fees) will be reduced accordingly. Any player costs for activities in the 2nd half of 2022 will be confirmed separately.



5. Anti-doping

5.1. By signing this agreement, **the player** declares that they:

5.1.1. will adhere to the ICC anti-doping code that is currently in force

5.1.2. are familiar with the provisions in the ICC anti-doping code and actively monitors any changes, as listed at <https://www.icc-cricket.com/about/integrity/anti-doping/code>

5.1.3. are aware of all the pharmaceutical and other substances and methods, including and notwithstanding those provided for treatment or alleviation of health problems or injury, that are considered prohibited by the World Anti-Doping Agency (WADA), and thus the International Cricket Council (ICC), as listed at <https://bit.ly/WADA2022>

5.1.4. will comply with the guidelines and disciplinary acts issued by ICC and participate in the doping tests when required

5.1.5. new players will individually complete the "Clean Win" online training course via <https://puhtaastiparas.fi/> and present the diploma to management and the squad online latest end-April 2022. Existing players will maintain their knowledge levels.

6. Substance abuse

6.1. By signing this agreement, **the player** must not buy, hold, or use recreational drugs (including, and notwithstanding, narcotics, alcohol, and tobacco) during all national team activities, including competition, promotional and training events. For the avoidance of doubt, appropriate social use of alcohol and tobacco is acceptable after such events.

7. Insurance

7.1. By signing this agreement, **the player**:

7.1.1. agrees to purchase and maintain appropriate sports injury insurance at all times (e.g., as offered via Suomisport licensing for Cricket Finland); and

7.1.2. is aware that personal travel insurance is their own personal responsibility and is advised to take it out when required.

8. Sponsors

8.1. By signing this agreement, **the player** agrees:

8.1.1. to abide by any national team sponsorship contracts; and

8.1.2. to ensure any personal sponsorship or endorsements will not breach national team sponsorship contracts, including clothing, equipment, or any other sponsorship.

9. Rights to image and personal data

9.1. By signing this agreement, **the player** gives consent for use of personal data and images for promotion, marketing and commercial exploitation of Cricket Finland and the Finnish Bears national cricket team.



10. Termination of contract

- 10.1. By signing this agreement, **the player**:
- 10.1.1. understands this agreement is in force for the period of validity of the agreement, after which the contract expires automatically; and
 - 10.1.2. understands that violation of the terms of this agreement is grounds for termination; and
 - 10.1.2.1. will immediately pay any outstanding payments and dues owed at the time of termination; and
 - 10.1.2.2. will immediately pay any damages incurred because of failure to comply with the agreement.

11. Dispute Resolution

- 11.1. By signing this agreement, **the player** agrees to:
- 11.1.1. settle any disputes relating to this agreement, or the parties (meaning the player and Finnish Bears national cricket team) primarily by discussion and negotiation
 - 11.1.2. refrain from any disclosure of any information concerning a dispute before the parties have had the opportunity to discuss and negotiate; and
 - 11.1.3. arbitrate any dispute arising from this agreement in the Helsinki District court in Finnish language if no amicable solution is found as per 11.1.1. or 11.1.2.

Helsinki 1.12.2021

Signatures

(insert player name)

Andrew Armitage
Bears Manager

Matthew Jenkinson
Bears Head Coach

An athlete under the age of 18 is also required to have a guardian's signature.



Appendix A – Finnish Bears Code

The Finnish Men's Bears national cricket team is the pinnacle of representation for cricket in Finland. It is not only a significantly important instrument of the Finnish Cricket Association's activities, but it is also important to Finnish sport's image both domestically and globally.

It is earned by your performances in the Finnish national cricket leagues or the national youth team pathway and maintained by your on-and off-field performances for the Finnish Bears.

It is important to remember that playing in the Finland Bears national cricket team is a privilege and not a right or entitlement.

There are 3 core **principles** critical to the being a Finnish Bear:

1. your **attitude** towards the team and others,
2. your commitment to **personal fitness**,
3. your development as a player through **training**.

Attitude & Squad Values

Attitude is based on our collective Bears squad values, beliefs and principles and is reflected in your behaviour. It is paramount to representing the Finnish Bears. It underpins how you train, how you develop your personal fitness, how you approach your own on-field performance, and ultimately affects the success of the team. Our values, as defined by the players themselves are here:



**WINNING ISN'T
NORMAL, SO YOUR
SQUAD VALUES ARE
PART OF OUR
SOLUTION TO WIN!**

PLAYERS' AGREED BEARS VALUES:

- FUN
- TOGETHERNESS
- COMMUNICATION (speaking up)
- TRUST
- HELP EACH OTHER
- COMMUNITY
- BEING HUMBLE and PATIENT
- OPPORTUNITY (embrace hard work)



Your attitude to representing the Finnish Bears will also be demonstrable in the respect you have to your teammates, the coaching, training and management staff, the opposition and their support staff, the game and its administrators and officials, and to yourself.

Fitness

The aim of improving your fitness is to be able to train and play to your full abilities **throughout** a full match, tournament or league without fatigue and mitigating injuries.

Each individual needs to take responsibility for their own fitness, to be able to train and play at the highest level in fixtures and tournaments (see details in Appendix B).

Training

Training is an essential part of improving your own cricket skills with the squad. Training not only is to help you develop certain skills and improve your game for applying in matches, but also to work as a team to develop core teamwork skills, support, and positioning in the field, running between wickets with a batting partner, understanding between keeper and spinner, bowling as a group, etc.

We expect that you focus on the core skills that you have been selected for in the team, but to also work on your all-round game including fielding and batting, in addition to bowling and keeping if required.



Appendix B - Finnish Bears player responsibilities

The following are a list of current commitments expected of the Finnish Bears for 2021-2022

Training

- Respond to squad training event requests with a **minimum one-week** in advance
- Aim to attend a minimum **80%** of scheduled training sessions during both winter and summer, even if injured, to help the session or get some advice with your recovery
- Arrive on-time for every session ready to start the warm-up wearing full Finnish Bears national training kit
- Participate in the training with full intense effort and concentration to get the most out of the available time
- Take feedback, listen, apply what I learn, and try to improve in the training
- Help in setup, removal, and storage of national team equipment at the end of each session

Fitness

- Meet the goals set out by the fitness coaching staff; firstly, achieve and **maintain** the Bears squad minimum target score of **1500** metres in the Yo-Yo (IRTL1); for reference, the first two Yo-Yo tests of the year will take place in January & April
- Need to have a physio assessment during January-February of each year
- Complete a minimum of 3 sessions per week of own fitness work in addition to training sessions
- Track personal fitness sessions with the chosen Bears Polar tool (Verity Sense) linked to the Polar Flow app; this will also enable real-time tracking during matches & training for the whole squad. ***If you do not already have the Polar Verity Sense device, then you will need to get it during January 2022***
- Attend the quarterly/half yearly fitness tests as scheduled, and actively find an alternative time for such testing suitable with the fitness coaching staff, if you cannot
- Adhere to injury rehabilitation programmes to recover from injuries.

Attitude

- Respect all members of the playing and management staff, opposition, and officials
- Contribute to a positive atmosphere in the national team
- Develop myself as a player in the national team
- Refrain from discussing about internal team matters publicly, or with any Bears opposition teams or staff, including but not limited to in person or on social media
- Conduct myself in a professional manner during Finnish Bears training sessions and practice matches, international tournaments, leagues, and fixtures and during other events.



Appendix C - Finnish Bears player contributions

Finnish Bears - Mens training programme Eerikkilä 2021-2022 - Winter Reservations										
Thursday evening	18:30-21:30								training #	€
04/11/2021	indoor nets	Player Contribution:							1	273
18/11/2021	indoor nets	TOTAL COST	10,857						2	273
01/12/2021 (ke)	indoor nets	CF 65%	7,057						3	273
13/01/2022	indoor nets	Players 35%	3,800						4	273
10/02/2022	indoor nets	Per Player	190						5	273
17/03/2022	indoor nets								6	273
31/03/2022	indoor nets								7	273
07/04/2022	indoor nets								8	273
Sat-Sun	Sat klo 12:00 - Sun 13:30	1. training time	2. training time	3. training time	dinner	breakfast	lunch	camp #		
11/12/ - 12/12/2021	camp	12:00-15:00	18:00-21:00	09:00-12:00	16:00-17:00	07:30-08:30	12:30-13:30	1	1,500	
29/01/ - 30/01/2022	camp	12:00-15:00	18:00-21:00	09:00-12:00	16:00-17:00	07:30-08:30	12:30-13:30	2	1,500	
19/02/ - 20/02/2022	camp	12:00-15:00	18:00-21:00	09:00-12:00	16:00-17:00	07:30-08:30	12:30-13:30	3	1,500	
05/03/ - 06/03/2022	camp	12:00-15:00	18:00-21:00	09:00-12:00	16:00-17:00	07:30-08:30	12:30-13:30	4	1,500	
23/04/ - 24/04/2022	camp	12:00-15:00	18:00-21:00	09:00-12:00	16:00-17:00	07:30-08:30	12:30-13:30	5	1,500	
								Sub Total	9,684	
								Equipment estimate	1,173	
								TOTAL	10,857	



Appendix D - Finnish Bears ICC T20 2022 Preparation Programme

Finnish Bears - Mens programme 2021-2022 - WCQ Preparation					
FINAL VERSION					
Day/s	Time	Date	Activity	Location	Notes
Thursday evening	18:30-21:30	04/11/2021	indoor nets	Eerikkilä	
Thursday evening	18:30-21:30	18/11/2021	indoor nets	Eerikkilä	
Wednesday evening	18:30-21:30	01/12/2021	indoor nets	Eerikkilä	
Saturday-Sunday	11/12/2021 - 12/12/2021		camp	Eerikkilä	
Thursday evening	18:30-21:30	13/01/2022	indoor nets	Eerikkilä	
Saturday-Sunday	29/01/2022 - 30/01/2022		camp	Eerikkilä	
Thursday evening	18:30-21:30	10/02/2022	indoor nets	Eerikkilä	
Saturday-Sunday	19/02/2022 - 20/02/2022		camp	Eerikkilä	
Saturday-Sunday	05/03/2022 - 06/03/2022		camp	Eerikkilä	
Thursday evening	18:30-21:30	17/03/2022	indoor nets	Eerikkilä	
Thursday evening	18:30-21:30	31/03/2022	indoor nets	Eerikkilä	
Thursday evening	18:30-21:30	07/04/2022	indoor nets	Eerikkilä	
Saturday-Sunday	23/04/2022 - 24/04/2022		camp	Eerikkilä	
Friday-Sunday	06/05/2022 - 08/05/2022		T20i series	Copenhagen	Swe/Den x 4 T20i
Tuesday evening	18:00-21:00	17/05/2022	outdoor nets	Tikkurila	
Tuesday evening	18:00-21:00	24/05/2022	outdoor nets	Tikkurila	
Thursday evening	18:00-21:00	26/05/2022	Elite T20-1	KNCG	
Tuesday evening	18:00-21:00	31/05/2022	outdoor nets	Tikkurila	
Sunday	TBC	05/06/2022	Elite T20-2+3	Tikkurila	2 matches
Tuesday evening	18:00-21:00	07/06/2022	outdoor nets	Tikkurila	
Thursday evening	18:00-21:00	09/06/2022	Elite T20-4	Tikkurila (TBC)	
Tuesday evening	18:00-21:00	14/06/2022	outdoor nets	Tikkurila	
Sunday	TBC	19/06/2022	Elite T20-5+6	KNCG	Estonia x2 T20i
Tuesday evening	18:00-21:00	21/06/2022	outdoor nets	Tikkurila	
Friday-Sunday	24/06/2022 - 26/06/2022		Midsummer		
Tuesday evening	18:00-21:00	28/06/2022	outdoor nets	Tikkurila	
Thursday evening	18:00-21:00	30/06/2022	Elite T20-7	KNCG	
Tuesday evening	18:00-21:00	05/07/2022	outdoor nets	Tikkurila	
Thursday evening	18:00-21:00	07/07/2022	Elite T20-8	KNCG	
Monday-next Tuesday	11/07/2022 - 19/07/2022		WCQ A	TCG/KNCG	