



Finnish national cricket team squad player agreement between

Suomen Krikettiliitto ry

and

Player Name, DOB dd.mm.yyyy

1. General

1.1. By signing this agreement, the player:

1.1.1. understands they represent Finland, the Finnish Bears and the Finnish Cricket Association (CF) throughout the period of being selected to the squad.

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.

1.1.3. is bound by the ICC Anti-Doping Code, the ICC Anti-Corruption Code, the Finnish Anti-Doping Code and the FCA Anti-Corruption Code, as complementally applicable, during the validity of this agreement.

2. Validity of the agreement

2.1. The contract is valid from the date it is signed by the player until it is 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 intra-squad matches; and

4.1.2. when selected, represent Finland in international tours, tournaments, and fixtures; and

4.1.3. where required, attend CF events, promotions, or interviews; and

4.1.4. where required, purchase necessary personal devices and accessories to facilitate squad development; and

4.1.5. where stipulated, make timely payments for travel, training, matches and other expenses; and

4.1.6. will seek advance approval from the CF Executive Director to play in any sanctioned events overseas and once approved will make a timely application to CF for a No Objection Certificate for any such events.



4.2. The CF Board approves a player contribution separately for the winter period (approximately December–April) and the summer period (approximately May–November) according to the Operational Budget for the training camps, equipment investments, coaching costs, and other expenditures for the periods. A portion of the cost is covered from the CF budget. Player contributions for the winter period will be invoiced monthly and for the summer period when major costs are incurred e.g. for international matches and generally in the end of the period. If CF secures sponsors or other new funding sources not budgeted for the national team, then the player contribution (or future contributions) will be reduced or refunded accordingly.

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 the Finnish Anti-Doping Code and actively monitors any changes, as listed at <https://www.icc-cricket.com/about/integrity/anti-doping/code> and <https://suek.fi/en/anti-doping-activities/>

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) and the Finnish Center for Integrity in Sports (FINCIS), as listed at <https://www.wada-ama.org/en/resources/world-anti-doping-program/prohibited-list> and <https://suek.fi/en/anti-doping-activities/prohibited-substances-and-methods-in-sports-kamu/>

5.1.4. will comply with the guidelines and disciplinary acts issued by ICC and FINCIS and participate in the doping tests when required without exception.

5.1.5. will individually complete the “Clean Win” online training course via <https://puhtaastiparas.fi/> and present the diploma to national team management online within one month of signing this agreement. Existing players will maintain their knowledge levels.

6. Anti-Competition Manipulation

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

6.1.1. will adhere to the ICC Anti-Corruption Code and the FCA Anti-Corruption Code that are currently in force.

6.1.2. are familiar with their duties as players to combat competition manipulation and comply with them without exception.

6.1.3. will comply with the guidelines and disciplinary acts issued by ICC and FINCIS and participate in the doping tests when required without exception.

6.1.4. will individually complete the “Fair Win” online training course via <https://puhtaastiparas.fi/> and present the diploma to national team management online within one month of signing this agreement. Existing players will maintain their knowledge levels.



7. Substance abuse

7.1. By signing this agreement, the player must not buy, hold, or use recreational drugs (including narcotics, alcohol, and tobacco) during 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 and according to national team management guidelines.

8. Insurance

8.1. By signing this agreement, the player:

8.1.1. agrees to always purchase and maintain appropriate sports injury insurance (e.g., Competition Insurance offered via Suomisport for Cricket Finland); and

8.1.2. makes available all necessary personal and health information required to include the player in the collective travel insurance for the national team squads.

9. Sponsors

9.1. By signing this agreement, the player agrees:

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

9.1.2. to ensure any personal sponsorship or endorsements are notified to CF and do not breach CF sponsorship contracts, including clothing, equipment, or any other sponsorship.

9.1.3. to acquire a permission from the CF Executive Director before using national team kit in any photographs or other media produced to a personal sponsor.

10. Certain rights

10.1. By signing this agreement, the player consents to the use of their name, image, and likeness for promotion, marketing and commercial exploitation of Cricket Finland and the Finnish Bears national cricket team.

10.2. The player also consents to the use of their personal data to the extent required by effective organisation of the activities and selection of the national team. Due to the nature of the activities, the personal data may contain data related to the player's health and condition.

10.3. The player understands that all rights for media and data recorded from their activities in the national team are vested with CF, the ICC, or third parties. These parties are free to license or sub-license the rights.

11. Termination of agreement

11.1. By signing this agreement, the player:

11.1.1. understands this agreement is in force until a player is retired/removed from the squad in writing; and

11.1.2. understands that violation of the terms of this agreement is grounds for termination; and

11.1.3. when the agreement is terminated for any reason by either party,



11.1.2.1. will immediately pay any outstanding payments and dues owed at the time of termination; and

11.1.2.2. will immediately return all CF property in possession of the player for squad-related purposes; and

11.1.2.3. will immediately pay any damages incurred because of failure to comply with the agreement.

12. Dispute Resolution

12.1. By signing this agreement, the player agrees to:

12.1.1. settle any disputes relating to this agreement primarily by discussion and negotiation between the national team management and the player; and

12.1.2. refrain from any disclosure of any information concerning a dispute before the parties have had the opportunity to discuss and negotiate; and

12.1.3. 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.

Signed in Helsinki on dd.mm.yyyy

Player

Andrew Armitage
Executive Director
Finnish Cricket Association

If the player is under 18 years of age

Name of guardian
Legal guardian of player Name



Appendices

FINNISH BEARS NATIONAL CRICKET TEAM – PLAYER AGREEMENT 2024

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)



Appendix B - Finnish Bears player responsibilities.

The following are a list of commitments expected of the Finnish Bears for 2024 onwards:

Training

- Respond to squad training event requests with a **minimum one-week** in advance. If you can't attend any session, make sure the management and squad members know the reason by stating it on the squad FB event page.
- Attend as many scheduled team training sessions as possible, even if injured, to help the session or get some advice with your recovery. Attendance at squad training and completed independent training will be considered for the selection process.
- 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 you 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

- Improve and maintain physical fitness standards according to your individual fitness profile created from testing. Fitness standards for endurance, strength, power, speed, and agility are set according to international cricket levels and Bear's value for maintaining peak fitness.
- Attend fitness testing scheduled 2-3 times annually and prior to major competitions for your profile to be created. If you cannot attend or complete the scheduled testing, you are required to agree an alternative time with the S&C coach.
- Have screening for injury and movement limitations annually, either via your own provider (as agreed with management) or as a part of Bears fitness testing process.
- Adhere to injury rehabilitation programmes to recover from injuries or address risks.
- Track personal fitness sessions and other training metrics as a part of the Bears athlete monitoring system. A tracking tool such as heart rate monitor will be required to be purchased as a part of the tracking process.
- Fitness status, injury status and history of commitment to the training process will all be considered during the selection process for tournaments and matches. Fitness levels will be a deciding factor for selection for players of otherwise similar status.



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 2024

Events & costs estimation for winter 2024 Jan-April:

Finnish Bears - Mens training programme Eerikkilä 2024 - Winter Reservations										
Thursday evening	18:00-21:00								Player Contribution Est:	
11/01/2024	indoor nets								TOTAL COST	12 125
01/02/2024	indoor nets								CF 60%	7 275
29/02/2024	indoor nets								Players 40%	4 850
03/04/2024	indoor nets								Per Player	194 *
25/04/2024	indoor nets									
									training #	€
									1	275
									2	275
									3	275
									4	275
									5	275
Sat-Sun	Sat 12:00 - Sun 13:30	1. training time	2. training time	3. training time	dinner	breakfast	lunch	camp #		
20/01/ - 21/01/2024	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	1 950	
17/02/ - 18/02/2024	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	1 950	
16/03/ - 17/03/2024	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	1 950	
13/04/ - 14/04/2024	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	1 950	
04/05/ - 05/05/2024	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	1 950	
								Sub Total	11 125	
								Equipment, balls, other estimate	1 000	
								TOTAL	12 125	

Appendix D - Finnish Bears ICC T20 2024 Preparation Programme

Costs and player contributions to be confirmed (where possible) by latest end-May 2024

Events:

T20 Nordic Series, Kerava 14-16 June 2024 (Norway & Denmark A)

ICC T20 Sub-Regional Qualifier, Guernsey 19-29th August 2024

Appendix E – Finnish Bears Selection Guidelines Summary

- Attendance at team trainings, camps, and completion (and logging) of own training sessions
- Fitness levels
- Performances in international matches
- Performances in intra-squad matches
- Performances in Finnish national cricket leagues, with primary focus on FPL
- Performances in other official sanctioned leagues in other countries
- Final selections will be made based on an overall view of the above