



PCB[®]

Pakistan Cricket Board

PLAYERS' WELFARE POLICY

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The Pakistan Cricket Board (“**PCB**”) has been established under the Sports (Development and Control) Ordinance, 1962 (XVI of 1962) as a body corporate having perpetual succession and regulates, administers, manages and promotes the game of cricket as an autonomous governing body throughout Pakistan.

1 Introduction and background

- 1.1 This Players’ Welfare Policy (the “**Policy**”) is formulated in accordance with Clause 4 of the PCB Constitution.
- 1.2 The Policy aims to support the welfare of former players who have represented Pakistan in Test cricket (the “**Cricketers**”) in recognition of their performance and contributions.
- 1.3 The purpose of this Policy is to provide for the manner in which the Cricketers may be granted *ex-gratia* payments in accordance with the provisions set out herein, subject to fulfilment of the eligibility criteria provided hereunder.
- 1.4 This Policy shall apply with effect from the date of its approval and no Cricketer shall be entitled to claim any *ex-gratia* payment retrospectively.
- 1.5 Notwithstanding Article 1.4 above, any benefits already being provided to any former cricketer or their legal heirs / dependants as per existing rules and procedures shall be outside the scope of this Policy and shall remain unaffected by this Policy. Any Cricketers or their legal heirs / dependants who are already availing benefits under any previous rules and procedures, except those availing benefits under the PCB’s Players’ Welfare Policy 2011, shall be ineligible for the purpose of this Policy.
- 1.6 Any eventuality or situation not contemplated or covered under this Policy shall be referred to the PCB Chairman, whose decision thereon shall be final.

2. Eligibility under the Policy

- 2.1 Subject to the provisions of this Article 2, former Cricketers who have represented Pakistan at the Test Match Level by being a part of the playing eleven, may be eligible for *ex-gratia* benefits under this Policy.
- 2.2 For the purposes of this Policy, representation of Pakistan shall mean actual participation in at least one (01) international Test Match played by the Pakistan National Cricket Team of the time. In this regard, a match shall be deemed a Test Match if:
 - a. it has been played in accordance with the International Cricket Council (ICC) Standard Test Match playing conditions and other ICC regulations pertaining to Test Matches (as prevalent at the relevant time); and
 - b. has been played between:
 - i) the team(s) selected by Full Members of the ICC as representative of the Member Countries (“Full Member Team(s)”).
 - ii) A Full Member Team and a composite team selected by the ICC as representative of the best players from the rest of the world (for example, the Johnny Walker Super Series Test Match).

Matches involving an 'A' team or age-group team shall not be classified as Test matches.

In the event that the aforementioned definition of Test match is changed / modified / revised by the ICC at any time, the said change / modification / revision shall apply *mutatis mutandis* to the instant definition.

- 2.3 Any Cricketer entitled to benefits under this Policy must have attained the age of sixty (60) years and shall agree to abide by the Code of Conduct (attached as Annexure A), which shall be deemed to be an integral part of this Policy. It is clarified that this Article 2.3 shall also apply to the Cricketer's widow(s) or legal heirs (as applicable), for the purposes of payment under Article 3.3.

Note: *For avoidance of doubt it is clarified that any Cricketer who is determined by the Players' Welfare Committee, after being granted a personal hearing in accordance with Annexure A, to be in violation of the Code of Conduct shall ipso facto become ineligible to receive any further benefits under this Policy.*

- 2.4 The benefits under this Policy are non-transferable and, subject to Article 3.3, are only for the Cricketer. The legal heir(s) of any Cricketer who has expired before attaining the age of 60 years shall not be entitled to claim any benefits under the instant Policy.

- 2.5 Any Cricketer who is receiving remuneration / payment / salary / fee / compensation / honorarium from the PCB as an employee / consultant / advisor / coach / trainer / mentor or in any other capacity whatsoever for which they are receiving remuneration of any kind at the time of attainment of age of 60 years or at any material time thereafter, shall not be entitled to avail the benefits of this Policy during such time that their employment / consultancy / advisory / coaching / training / mentoring etc. with the PCB remains in existence. However, once such employment / consultancy / advisory / coaching / training / mentoring etc. has ended, the Cricketer may become re-entitled to the benefits under this Policy.

3. Benefits under the Policy

- 3.1 Any Cricketer who is eligible as per Article 2 above may be paid the following amount in recognition of their services to the Pakistan Cricket:

Category	Amount (PKR) per month
Played up to 10 Test Matches	Rs.142,000.00
Played between 11 to 20 Test Matches	Rs.148,000.00
Played 21 or more Test Matches	Rs.154,000.00

- 3.2 The above payments are ex-gratia in nature and shall be made to the eligible Cricketer through a financial instrument in Pakistan Rupees drawn in the name of the said Cricketer. The Cricketer shall provide an updated mailing address located in Pakistan for the delivery of such financial instrument and in case of any change to the same inform PCB in writing.

- 3.3 In case of demise of a Cricketer who has become entitled to and been availing benefits under this Policy:

3.3.1 their widow, if any, shall continue to receive the benefits under this Policy until their own death; in case of the Cricketer having more than one wife, the amount payable shall be divided equally amongst the surviving widows;

Note: It is clarified that widow(s) of Cricketers who have already passed at the time of approval of this Policy, shall also be entitled to receive ex gratia benefits their husband was entitled to in accordance with Article 3.1 for the remaining period of their lives.

OR

- 3.3.2 and provided that such Cricketer has no surviving widow(s), their legal heir(s), if any, shall receive a single lump sum payment equivalent to 12 months' benefit the Cricketer was entitled to (to be calculated in accordance with Article 3.1), subject to the submission of a Succession Certificate issued by a court of competent jurisdiction determining such individuals as the official legal heir(s) of the Cricketer. Thereafter, no further payments shall be made under this Policy.
- 3.4 In case the whereabouts of a Cricketer become unknown for period of more than twelve (12) consecutive months, the benefits under this Policy will be stopped till such time that the said Cricketer himself approaches the PCB.
- 3.5 There will be an annual inflationary increase to be determined by the PCB Board of Governors in the amounts referred to under Article 3.1 of this Policy. Such increase will become effective from 1st July of each relevant calendar year.

4. Players' Welfare Committee

- 4.1 The PCB shall constitute a Players' Welfare Committee (the "**Committee**"), which shall have the powers to carry out all the functions and duties entailed herein.
- 4.2 The Committee shall consist of the following persons as its members:

Officer	Designation in Committee
Chief Financial Officer	Chairperson
Director HR	Member
Director International Cricket Operations	Member
Director Domestic Cricket Operations	Member

The Chairperson shall recommend an official to act as the secretary to the Committee.

5. Functions of the Players' Welfare Committee

- 5.1 The Committee shall be responsible for the implementation of the Policy.
- 5.2 Within 15 days of the formation of the Committee, the Committee shall prepare a list of all eligible Cricketers under the Policy, which shall be updated from time to time. Thereafter, the Committee shall convene on an as and when required basis to carry out its functions.
- 5.3 The Committee shall be responsible for verifying the eligibility of Cricketers who become entitled to benefits under this Policy. The Committee shall verify:
- the Cricketer's age through attested copies of his birth certificate to be provided by the Cricketer and cross-checked against the records available with the PCB;
 - that the Cricketer is still alive; and

- c) that he has played in at least one (01) Test match for the Pakistan national cricket team.
- 5.4 Once the Committee is satisfied that the Cricketer meets the eligibility criteria set out under Article 2 of this Policy, the Committee shall then verify the total number of Test matches played by the Cricketer as per the records of PCB in order to determine the relevant payment bracket under Article 3.1. The decision of the Committee in this regard shall be final and binding on the Cricketer or their legal heir(s), as applicable.
- 5.5 If the Committee is satisfied that all conditions are fulfilled by the Cricketer, the Committee shall ensure that the Cricketer is provided the ex gratia benefits from the date the Cricketer has attained the age of 60. The payment shall be made by the 10th day of every Gregorian calendar month thereafter.
- 5.6 In case there is any tax imposed by the Government on the payment of instant ex gratia payment then all payments shall be subject to deduction such tax as per the provisions of the applicable law.

6. Monitoring, evaluation and review

- 6.1 PCB, through its Board of Governors, shall have the right to amend / vary the terms of this Policy from time to time and in its sole discretion to revoke / rescind / annul the entire Policy at any time.
- 6.2 The ex-gratia payments to be allocated for the benefit of Cricketers will be approved each year as part of the PCB annual budget.
- 6.3 As the benefits under this Policy are being made on an ex-gratia basis, any Cricketer obtaining any benefits under this Policy shall have no vested right to claim to continue the benefits in the event that PCB decides to vary the terms hereof or discontinue this Policy in its entirety.
- 6.4 A copy of this Policy shall be uploaded to and available on PCB's official website.
- 6.5 The implementation of this Policy shall be subject to regular monitoring and evaluation by the Committee. If the Committee concludes that any amendment, alteration or revision of the Policy is required, it shall present its recommendations to the PCB Chairman, who may forward the same for approval from the Board of Governors.

7. Dispute Resolution

- 7.1 In case of any dispute arising with respect to the Policy, including the interpretation of the terms thereof, between any Cricketer(s) and PCB, or in relation to a decision of Committee, the matter shall be referred for dispute resolution or appeal, as the case may be, before an independent adjudicator from the panel maintained by PCB under Clause 37 of the PCB Constitution.
- 7.2 The adjudication shall be conducted in accordance with the 'Conduct of Proceedings before Independent Adjudicators', read with the PCB Constitution. The decision of the Independent Adjudicator shall be final and binding on all Parties.
- 7.3 This Policy hereby repeals with immediate effect the *PCB Players' Welfare Policy 2011*. Any and all benefits rendered under the repealed Policy shall stand terminated with immediate effect.

CODE OF CONDUCT

1. All Cricketer(s) seeking to avail benefits under this Policy shall be bound by and undertake not to violate the provisions of this Code of Conduct.
2. A Cricketer shall be in violation of this Code of Conduct if:
 - a. He has been convicted for an offence involving moral turpitude and sentenced for such an offence with imprisonment of either description for a term exceeding two years;
 - b. He has been dismissed, on account of misconduct from the service of any Government, Statutory Corporation, Organization, Authority or a Body established or controlled by or under the authority of a Federal or Provincial Government, or in which any such government has a controlling share or interest;
 - c. He has received any permanent or life ban from participating in cricket by the PCB and/or ICC; and/or from any other National Cricket Federation;
 - d. He was involved and sentenced for an anti-corruption offence under the PCB or ICC Anti-Corruption Code for Participants or under the code of any other National Cricket Foundation;
 - e. He issues derogatory, disparaging or defamatory allegations and unfounded remarks about the Board, any of its officials or employees or sponsors, members of the Cricket Team, the ICC or any of its officers or sponsors, or match officials including umpires and match referees, on any forum of the media (whether print or electronic); and/or
 - f. Engages in any conduct (whether through the use of language, gestures or otherwise) which is likely to offend, insult, humiliate, intimidate, threaten, disparage, vilify any person on the basis of his/her race, religion, culture, colour, descent, national or ethnic origin.
3. If the provisions of this Code of Conduct are violated, the Committee may Suo Moto take Notice or upon the application/complaint filed against the Cricketer by any official, individual, person or body, may issue a Show Cause Notice to the Cricketer against whom a violation is alleged. The Cricketer alleged to have violated this Code shall respond to such notice within five (05) working days of receipt of the same explaining his position in writing. If the Committee is not satisfied with the explanation provided by the Cricketer, it shall afford an opportunity of personal hearing to the Cricketer to determine whether a violation of the Code of Conduct has, in fact, occurred. In case the Cricketer fails or refuses to provide a response and appear before the Committee for a personal hearing, the Committee may be constrained to proceed on an ex parte basis.
4. In conducting proceedings under this Code, the Committee shall ensure that the Cricketer is provided reasonable opportunity to defend the allegations raised against him in respect of which he may submit documents and/or other evidentiary material in his defence. Upon conclusion of the personal hearing, the Committee shall announce a reasoned order in writing, copy of which shall be provided to the Cricketer.