



SACA SERVICES AND BENEFITS

2017 / 2018 PLAYER'S GUIDE

Dear SACA Member

As a SACA member, your SACA benefits and services, and some basic contract information, are set out below. SACA strives to provide you with benefits and services that are relevant and of high quality. If you want to make use of these or have any questions, please contact the relevant person at SACA.

We wish you all the best for the 2017 / 2018 season!

Player Contracts

National, Franchise and Semi-Pro player contracts contain standard terms and conditions negotiated between SACA, CSA and Franchises/Franchises/Provinces. Payment of all contracts is guaranteed in an agreement between SACA and CSA/Franchises/Provinces. If you wish to play overseas, you would need to apply for a No Objection Certificate (NOC). SACA can guide you on the process for this

Contract & NOC Queries: Andrew Breetzke andrew@saca.org.za | 021 462 0438 | 082 823 7496

SACA Commercial Payments

SACA makes a number of commercial rights payments to players who have signed over their commercial rights to SACA's Players Trusts. The grant of rights agreements allow the player Trusts to license the Player's Appearances, Attributes (e.g. name, image, voice and signature) and Content in a team context and thereby generate commercial revenues which are in turn paid out to players. As soon as you are contracted to CSA or a Franchise, and have signed your rights over to the respective Player Trust, you become eligible for payments. Semi-professional and pay-for-play players may be eligible to receive a payment based on match points accumulated whilst playing for a Franchise in any of CSA's three domestic competitions

Commercial Rights Queries: Emile Dreyer emile@saca.org.za | 021 4620438 | 0836135717



SACA Stakeholder Payments

Fully contracted Franchise and National Players can usually expect to receive SACA Stakeholder Payments during the year. These are different to SACA Commercial payments, and are paid through CSA / Franchise payroll. SACA negotiates these payments with CSA and they are linked to the financial performance of CSA over the year. Semi-Professional and pay-for-play players may also be eligible to receive a stakeholder payment based on match points accumulated whilst playing for a Franchise in any of CSA's three domestic competitions.

Stakeholder Payment Queries: Emile Dreyer emile@saca.org.za | 021 4620438 | 0836135717

SACA Player Plus

SACA Player Plus is the personal development, education and support programme for players. As a SACA member, you have full access to the SACA Player Plus programme while contracted and for a minimum of 12 months after the loss of contract or retirement. Player Plus assists you in compiling a Personal Development Plan (PDP) in consultation with your regional SACA Personal Development Manager (PDM). PDM's provide guidance, assistance and training in implementing the PDP. Services and benefits under Player Plus include:

- SACA Bursary Scheme – funding is available for your education and vocational training needs
- Life Skills modules – free life skills training in group or individual setting based on your and your team's needs
- Personal Wellness – education and professional support relating to your financial and mental wellness
- CrickED – relevant professional cricketer education dealing with anti-doping, anti-corruption and Code of Conduct matters
- Cricket certificates – assistance in completing coaching, umpiring and grounds-keeping courses through CSA
- Professional counselling – paid for, confidential counselling through SACA's network of professional psychologists



- Learner's & driver's license – SACA will assist you with funding to ensure you have a valid driver's license. This includes practical lessons where applicable
- Transition support – Assisting you in your transition to your career after cricket with practical, training and/or education support when you retire or lose your contract

Player Plus Queries: JP van Wyk jp@saca.org.za | 021 462 0438 | 083 262 0375

Follow Player Plus on Twitter: @SACA_PlayerPlus

SACA Retirement Fund

National and Franchise contracted players are automatically members of the SACA Provident Fund (Retirement Fund). SACA contributes 5% of a Franchise player's retainer while CSA funds 7, 5% of a National player's retainer. You may top-up these contributions through payroll arrangements at your Franchise or with CSA. Semi-Pro players and Proteas Women may also make personal contributions to the Fund. The Provident Fund benefit includes group life cover and disability cover (for serious player injury or illness) to the equivalent of twice annual player retainer. A funeral benefit has also recently been added

On termination of your contract, you may take out a lump sum in cash or transfer your benefit to a preservation fund. SACA's employee benefits consultants are able to advise you on the tax implications and the best option for your circumstances

Provident Fund Queries: JP van Wyk jp@saca.org.za 021 462 0438 | 083 262 0375

Lindsay Nicolaai lindsay@saca.org.za 021 462 0438 | 072 710 3067

SACA Player Healthcare

As a professional cricketer, SACA ensures that you are able to get optimal medical insurance against injury, illness and related medical expenses. Momentum Health is SACA's preferred medical aid scheme for its members. Additional player benefits negotiated with Momentum Health include:

- HealthReturns – you will automatically receive a minimum of R500 per month in your HealthSaver account (Level 5 HealthReturns). The *HealthSaver* account is your personal medical savings account used to pay for your day-to-day medical expenses. You and your



spouse may enhance this monthly benefit by improving your Multiply status and your spouse complying with the standard HealthReturns requirements

- Multiply – SACA pays your full Multiply monthly premium (including spouse and dependents). Multiply is Momentum Health’s rewards and loyalty programme that offers discount on a variety of products and services including flights, movies, electronics, and shopping
- Xelus – is a co-payment and gap cover insurance product. SACA pays the full Xelus monthly premium on your family’s behalf
- VIP Service – dedicated SACA service channels are available to you at Momentum Health to ensure you get the best service: saca@momentumhealth.co.za | 087 351 2065.
- Medical Aid subsidy – Semi-Pro players receive a SACA negotiated medical aid premium subsidy, R1 029.50pm, from the union
- Past Player Healthcare Benefit – Once you retire or lose your playing contract, you are eligible for a subsidy from SACA to cover certain healthcare benefits for up to six months after loss of contract or retirement.

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Visit www.momentum.co.za for more information

Team Medical Support

SACA, CSA and the Franchises jointly fund the central contracting of physiotherapists and fitness trainers at Franchise teams. This benefit allows Franchise players free access to the designated team physiotherapist and fitness trainers

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SACA Player Properties

➤ SACA MVP

The SACA Most Valuable Player (MVP) rankings calculates the most valuable domestic player across the three domestic Franchise competitions using an internationally recognised formula which takes into account a player's performance within each individual match context and then aggregates these performances under a points system. You can follow your progress in the SACA MVP on SACA's website (www.saca.org.za). Incentive bonuses to the value of over R1 million are paid to players at the end of the season based on their overall rankings and their final positions in each competition. SACA also runs a Proteas MVP which uses a similar formula applicable to player performances in international cricket.

SACA MVP Queries: Emile Dreyer emile@saca.org.za | 021 462 0438 | 083 613 5717

➤ SACA Fitness Rankings

The SACA fitness ranking uses data submitted by each region's fitness trainers to reward the fittest players with incentive payments at the end of the season. Player fitness levels are tested at three intervals in the season using a standard recognised battery of tests. The ranking can be followed on SACA's website (www.saca.org.za)

SACA Fitness Queries: Emile Dreyer emile@saca.org.za | 021 462 0438 | 083 613 5717

Additional Benefits

➤ Virgin Active

SACA provides you with free Premier Virgin Active gym membership on request. Player spouses and/or dependents are able to join Virgin Active through Momentum Health's Multiply programme at reduced fees.

Past players who were members of Virgin Active at the time of retirement or loss of contract have access to this benefit for up to 12 months after retirement or loss of contract.

➤ Goodfellas Driving Service



You may, on request, receive free Live Smart with Goodfellas membership. This option gives you access to a reputable driving service to ensure responsible driving behaviour when over the legal alcohol limit. Past players who were members of Goodfellas at the time of retirement or loss of contract have access to this benefit for up to 12 months after their contract ends.

➤ **Airport Parking**

Discounted parking is available to you at CT International Airport (Automotion), OR Tambo Airport (Airport Parking Services) and King Shaka International Airport (We Park You Fly). The benefit includes secure parking, easy access to the terminal and wash & vacuum service. For more information please visit the SACA website www.saca.org.za. Past players have access to this benefit for up to 12 months after retirement or loss of contract.

➤ **Dental Insurance**

You have access to discounted (50%) dental insurance through Thethani, on request, to supplement dental cover provided under their medical aid plan options. Past players, who were members of Thethanni Dental Insurance at the time of loss of contract, have access to this benefit for up to 6 months after retirement or loss of contract.

Additional Benefits Queries: JP van Wyk jp@saca.org.za 021 462 0438 | 083 262 0375

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Player Agents Regulations

Player Agent regulations were introduced to regulate the individual player agent business in South African professional cricket. The regulations protect the interests of players, and ensure that Player Agents are recognised both in the context of individual player negotiations and as a stakeholder group in South African cricket. As key stakeholders, Player Agents receive relevant cricket information from SACA and CSA and also attend an annual Accredited Player Agent Workshop.

Each Player should ensure that his player agent is accredited under these regulations in order for that agent to be properly recognised in cricket.



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