

## **PLAYER DEVELOPMENT COMPENSATION SYSTEM**



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## Table of Contents

Clause		Page
1	Definitions .....	1
2	Introduction.....	2
3	Qualifying Transfer .....	2
4	Procedure .....	2
5	Compensation Payments .....	3

## 1 DEFINITIONS

For the purposes of this Player Development Compensation System (the “**System**”):

**Central Payments** means all payments made or due to be made by the ECB to the Professional County Clubs, whether pursuant to a County Partnership Agreement or otherwise, but excluding any loans from the ECB to Professional County Clubs.

**Competitions** means each of the County Championship, the One-Day Cup Men’s Competition and the T20 Blast Men’s Competition.

**Compensation Payment** means a payment made by a New County to a Former County to reflect the costs incurred by the Former County in training and developing a Cricketer who transfers (other than pursuant to a loan under Regulation 12 of the Registration Regulations) from that Former County and becomes registered with that New County in accordance with the terms of this System.

**Cricketer** has the meaning given to it in the Registration Regulations.

**ECB** means the England and Wales Cricket Board.

**Effective Date** means 24 March 2026.

**Final Contract Year** means the last contractual year before the contractual expiry date of a Cricketer’s contract with their Former County.

**Former County** means the Professional County Club with whom a Cricketer was registered immediately prior to their registration by a New County in accordance with the terms of this System.

**New County** means the new Professional County Club with whom a Cricketer becomes registered in accordance with the terms of this System.

**Player Development Compensation Form** means the form, prescribed by the ECB from time to time, to be submitted by the relevant Former County in accordance with this System which sets out details of the Qualifying Transfer and the Compensation Payment the Former County believes it is entitled to.

**Professional County Club** means any of the clubs and/or companies listed in Schedule A of the ECB’s Articles of Association from time to time and/or any county cricket club from time to time playing in the County Championship.

**Registration Regulations** means the Competitive County Cricket Registration Regulations as in force and amended from time to time.

**Qualifying Transfer** has the meaning set out in paragraph 3.1 below.

**Qualifying Transfer End Date** means the date upon which (a) a Cricketer is registered with the ECB by the New County or (b) the contract between the Cricketer and the New County commences, whichever is the earliest.

**Qualifying Transfer Start Date** means the date upon which (a) a Cricketer ceases to be registered by the Former County; or (b) that Cricketer's employment contract with the Former County ends or is terminated by either party for any reason, whichever is the earliest.

**Year** means the period between 1 November in any given year and 31 October of the following year.

## **2 INTRODUCTION**

- 2.1 The primary objective of this System is to compensate Professional County Clubs in a fair and proportionate manner for the training and development costs which they have incurred in relation to Cricketers who are the subject of a Qualifying Transfer. This System is also intended to encourage all Professional County Clubs to foster the development of young Cricketers.
- 2.2 The terms of this System have been agreed between the ECB, the Professional Cricketers Association and the Professional County Clubs following extensive consultation and are binding upon all Professional County Clubs.
- 2.3 This System will be reviewed by the ECB, in consultation with the Professional County Clubs and the Professional Cricketers Association, on an ongoing basis and may be amended by the ECB following any such review and consultation process.
- 2.4 References in this System to an age is a reference to the age of the relevant Cricketer on 1 April of the relevant Year.

## **3 QUALIFYING TRANSFER**

- 3.1 In the event that a Cricketer's employment and/or registration moves from a Former County to a New County:
  - 3.1.1 at the expiry of that Cricketer's contract with the Former County and in circumstances where the Former County has offered a new employment contract to that Cricketer on at least the same financial terms as their existing employment contract in terms of overall salary, bonuses and other benefits package; or
  - 3.1.2 prior to the contractual expiry date of that Cricketer's contract with the Former County,

the New County will make a Compensation Payment to the Former County where required by and in accordance with this System, provided that the time period between the Qualifying Transfer Start Date and the Qualifying Transfer End Date is no longer than six months (a "Qualifying Transfer").

## **4 PROCEDURE**

- 4.1 A Compensation Payment will only become payable under this System if the Former County, following the Qualifying Transfer Start Date, applies to the ECB for a Compensation Payment by completing a Player Development Compensation Form.
- 4.2 The Former County should complete and submit the Player Development Compensation Form to the ECB by email within six months of the Qualifying Transfer Start Date, copying in the Chief Executive of the New County. The Player Development Compensation Form must be signed by the Former County and the Cricketer. The New County will then have a period of 14 days to

provide its written response to the Player Development Compensation Form to the ECB and the Former County.

- 4.3 The ECB will then review the Player Development Compensation Form and the response of the New County (if any), as well as any relevant records that it holds, before calculating the Compensation Payment that is payable by the New County to the Former County and notifying that amount and the payment timeframes to both parties.
- 4.4 The decision of the ECB under paragraph 4.3 is capable of appeal in accordance with the process set out in Regulation 9 of the Registration Regulations.
- 4.5 Nothing in this System will prevent the Former County and the New County, in addition to any Compensation Payment that may be payable, agreeing a separate and additional payment in relation to the transfer of a Cricketer between them.

## **5 COMPENSATION PAYMENTS**

- 5.1 Compensation Payments on all Qualifying Transfers, in accordance with the provisions of this System, will be paid through adjustments made by the ECB to Central Payments that it makes to each of the two relevant Professional County Clubs.
- 5.2 Upon the contract between the Cricketer and the New County commencing, subject to the other provisions of this System and paragraph 5.3, a Compensation Payment becomes payable by the relevant New County to the relevant Former County which is equal to:
  - 5.2.1 £6,000 for each Year that the Cricketer was registered with the Former County or its academy between the ages of 15 and 22 inclusive; but less
  - 5.2.2 £6,000 for each Year that the Cricketer was registered with the Former County between the ages of 23 and 28 inclusive.
- 5.3 The Compensation Payment will not exceed 50% of the total salary and financial value of any bonuses or other benefits paid to the Cricketer by the Former County in the Cricketer's Final Contract Year.
- 5.4 For the purposes of calculating the Compensation Payment payable pursuant to paragraph 5.2 above, a pro rata amount, calculated to the nearest full month, will be applied for any Year that a Cricketer was registered with the Former County which was not a full Year.
- 5.5 No Compensation Payment is payable unless:
  - 5.5.1 the Cricketer was aged 28 or under as at 1 April in the Year that the contract between the Cricketer and the New County commences;
  - 5.5.2 the Cricketer has been registered with the Former County (including being registered with its academy) for at least three consecutive years prior to the contract between the Cricketer and the New County commencing; and
  - 5.5.3 if the Cricketer is in the Final Contract Year when the Qualifying Transfer is agreed, the Former County has made a bona fide offer to the Cricketer to extend the Cricketer's contract with the Former County on no less favourable financial terms in terms of overall salary, bonus or other benefits package.

5.6 The Compensation Payment will be reduced in the following circumstances where a Cricketer has had limited playing opportunities for the first team of the Former County:

5.6.1 where a Cricketer is aged 21 or 22 as at 1 April in the Year that the contract between the Cricketer and the New County commences, the Compensation Payment will be reduced by 40% if the Cricketer did not play in the starting eleven of at least 30% of matches in the Competitions for the Former County (calculated in accordance with paragraph 5.8 below) for which the Cricketer was fit and available in their final Year with the Former County; and

5.6.2 where a Cricketer is aged between 23 and 28 as at 1 April in the Year that the contract between the Cricketer and the New County commences, the Compensation Payment will be reduced by 50% if the Cricketer did not play in the starting eleven of at least 50% of matches in the Competitions for the Former County (calculated in accordance with paragraph 5.8 below) for which the Cricketer was fit and available in their final Year with the Former County.

5.7 For the purpose of this System, “fit and available” means a Cricketer who was fit to play in the starting eleven (for any format of cricket they were contracted to play in), available to play in the team fixtures of their Former County in the relevant Competition and not subject to any kind of disciplinary or other suspension at the time that the relevant team selection was made by the Former County. This includes but is not limited to the following:

5.7.1 A player who is not available for selection by the Former County due to their participation in any England programme is not ‘available’ to the Former County and will therefore not be considered “fit and available” for the purposes of this System.

5.7.2 A player who is on loan to another First-Class County is ‘available’ to the Former County and will therefore be considered “fit and available” for the purposes of this System.

5.8 The percentage of first team fixtures referred to in paragraph 5.6 above is calculated on the basis of participation by a Cricketer in the Competitions only, in accordance with a points system in which each match played by the Cricketer in a Competition equates to the number of points set out in the table below. The relevant percentage for the purposes of this paragraph 5.8 is calculated by taking the Cricketer’s total points as a percentage of the total number of points they would have scored if they had played in every match in each Competition for which they were fit and available.

<b>Competition</b>	<b>Points</b>
County Championship	8
One Day Cup Men’s Competition	3
T20 Blast Men’s Competition	4

5.9 Any Compensation Payment payable pursuant to this System will be paid by the New County to the Former County as follows:

- 5.9.1 where the Compensation Payment which is payable is £18,000 or less, the full amount will be paid in the Year the Cricketer is first registered with the New County;
- 5.9.2 where the Compensation Payment which is payable is between £18,001 and £36,000:
- (a) a first instalment of £18,000 will be paid in the Year the Cricketer is first registered with the New County; and
  - (b) the balance will be paid in the Year following the Cricketer's first registration with the New County; and
- 5.9.3 where the Compensation Payment which is payable is between £36,001 and £48,000:
- (a) a first instalment of £18,000 will be paid in the Year the Cricketer is first registered with the New County;
  - (b) a second instalment of £18,000 will be paid in the Year following the Cricketer's first registration with the New County; and
  - (c) the balance will be paid in the second Year following the Cricketer's first registration with the New County.