

12 March 2018

Black Ferns Memorandum of Understanding - Summary

The Black Ferns Performance Programme

The Black Ferns Performance Programme will be made up of approximately 50 Players. These Players will train out of Regional Performance Hubs located throughout the country, with the majority being managed by Provincial Unions as part of their existing High-Performance Programme.

Each Player will have an individual Personal and Performance Development Plan that will outline their weekly structure including work/study, rugby (personal and performance development) and other obligations in respect of their time. This plan is to be agreed between the NZR (or Provincial Union) nominated Performance Manager, NZRPA Personal Development Manager and the Player. Priority will be given to ensuring the Player can maintain their work and/or study.

It is expected that Players will be required to commit around 10-14 hours per week for rugby training, including weekend and club training and playing. No player should be training between the hours of 8:30am-5:00pm (Mon - Fri) for more than 8 hours per week unless exceptional circumstances require this (i.e. shift work, evening study etc). Where a Player's living location makes it impractical to attend a Regional Performance Hub their plan will be adapted and agreed in good faith.

The Black Ferns Performance Program will include the provision of technical and tactical skill coaching, biomechanical, strength and conditioning programming, nutritional advice and plans, medical and prehab/rehab support and sports psychologist support that is appropriate for elite female rugby athletes.

In 2018 it is expected that the Black Ferns Squad and Team will Assemble for approximately 50 days to attend training camps, play a warm up game and two test matches in August, and to undertake a three-test end of year tour in November. Details of these fixtures will be announced in due course.

The Black Ferns Squad

From within the 50 Players who are part of the Black Ferns Performance Programme, 30 Players will be employed by NZR on a Black Ferns Contract as part of the Black Ferns Squad.

In each contract year these Players will receive:

- a. a Guaranteed Retainer spread across four tiers. A tier 1 player receiving \$20,000 and a tier 4 player receiving \$12,500

- b. a share of the Black Ferns Legacy Fund which will see \$100,000 allocated across the Black Ferns Squad based on experience related criteria. This fund will increase to \$150,000 in 2019
- c. \$2,000 per week when Assembled with the Black Ferns Team (estimated assembly of 50days = approx. \$14-15k)
- d. An opportunity to join the Player Savings Scheme. For Players with four years of experience as a Black Fern or less the employer will contribute \$2.50 for every dollar saved up to a maximum of \$3,125 per year, and for Players with five years of experience as a Black Fern or more \$3 for every dollar saved up to a maximum of \$3,750 per year
- e. An opportunity to join Kiwisaver
- f. Full medical insurance
- g. Life insurance and Trauma cover.
- h. When performing Promotional Activities outside of Black Ferns assembly, \$500 per day or \$250 per half day.

Black Ferns Interim Contract

Any other Player can be employed on a Black Ferns Interim Contract to be called into the Black Ferns Squad for a set period of time. These Players will receive \$750 / week when assembled as part of the Black Ferns Squad and the Assembly Fee of \$2,000 / week when Assembled as part of the Black Ferns Team. If a Player has assembled for 25 days or more during a contract year they will be offered a Black Ferns Contract with a minimum Guaranteed Retainer of \$12,500 (less fees already paid in that contract year) as above.

The Black Ferns Wider Training Squad

Those Players who are part of the Black Ferns Performance Programme but not on an employment contract as part of the Black Ferns Squad will be offered a voluntary letter of engagement that will set out the terms and conditions of their engagement as part of the programme. They will not be employees.

Other Provisions

- The remuneration for the Players will be paid out of the Player Payment Pool under the existing CEA
- If a Player becomes pregnant they must notify NZR no later than the end of their first trimester. The Players contract will continue for 2 months after the end of the first trimester. At this point the Player will either go on unpaid leave, or if agreed by NZR move into other safe employment within the rugby network, until such time as the Player goes on maternity leave. If the Player returns to the Programme after having a child, the Player will be entitled to have a support person of their choice travel and stay with them to look after the infant while they are Assembled. The

travel and accommodation costs of this support will be met by the Player Payment Pool (capped at \$15,000 per year per player) until the infant is one year old.

- All Players will receive dedicated Personal Development support to assist in the critical areas of career/education and work, finance and asset protection, character development and mental wellness and professional rugby obligations and expectations.
- All other aspects of a Player's employment or engagement in the program will be dealt with in a manner consistent with the existing CEA. This will include Player Property, Personal Promotions, Misconduct, Termination and Problem Resolution.

Rugby World Cup Legacy Programme

Each Player who was a part of the 2017 Women's Rugby World Cup winning Black Ferns squad will be offered a stand-alone role as a Rugby World Cup Legacy Ambassador. As a RWC Legacy Ambassador Players will undertake an individually agreed level of rugby promotional activity over the next twelve or so months. This activity will be focused on leveraging and growing the women's game off the back of the platform and momentum created through the Black Ferns performances last year. Each Player taking up this role will receive a payment of \$10,000 (gross). Details of the program will be finalised between NZR and NZRPA.