

PAKISTAN CRICKET BOARD (PCB)

Code of Conduct for Players and Player Support Personnel

Effective as from 1 December 2010



For information regarding the Code of Conduct, please contact:

Director Cricket Operations (International)
PCBs International Cricket Department
Gaddafi Stadium
Ferozpur Road Lahore, Pakistan
Tel (switchboard): +92 42 111 227 777
Facsimile: +92 42 357 11860

TABLE OF CONTENTS

| | | |
|------------|--|----|
| ARTICLE 1 | SCOPE AND APPLICATION | 3 |
| ARTICLE 2 | <i>CODE OF CONDUCT</i> OFFENCES | 4 |
| ARTICLE 3 | REPORTING AN ALLEGED OFFENCE UNDER THE <i>CODE OF CONDUCT</i> ... | 10 |
| ARTICLE 4 | NOTIFICATION PROCEDURE | 11 |
| ARTICLE 5 | THE DISCIPLINARY PROCEDURE | 13 |
| ARTICLE 6 | STANDARD OF PROOF AND EVIDENCE | 19 |
| ARTICLE 7 | SANCTIONS ON <i>PLAYERS</i> AND <i>PLAYER SUPPORT PERSONNEL</i> | 19 |
| ARTICLE 8 | APPEALS..... | 21 |
| ARTICLE 9 | RECOGNITION OF DECISIONS..... | 23 |
| ARTICLE 10 | AMENDMENT AND INTERPRETATION OF THE <i>CODE OF CONDUCT</i> | 26 |
| APPENDIX 1 | DEFINITIONS | 27 |
| APPENDIX 2 | <i>MINIMUM OVER RATE</i> REQUIREMENTS, CALCULATION, REPORTING AND DISCIPLINARY PROCESS AND SANCTIONS..... | 30 |
| APPENDIX 3 | <i>MATCH FEES</i> | 33 |

PAKISTAN CRICKET BOARD (PCB)

CODE OF CONDUCT FOR PLAYERS AND PLAYER SUPPORT PERSONNEL

INTRODUCTION

The *PCB has been established under S.R.O No. 64(K.E.)/2007 to promote the game and maintain general control of the sport of cricket in Pakistan and the Code of Conduct for Players and Player Support Personnel (the “Code of Conduct”)* is adopted and implemented as part of the PCB’s continuing efforts to maintain the public image, popularity and integrity of cricket by providing: (a) an effective means to deter any participant from conducting themselves improperly on and off the ‘field-of-play’ or in a manner that is contrary to the ‘spirit of cricket’; and (b) a robust disciplinary procedure pursuant to which all matters of improper conduct can be dealt with fairly, with certainty and in an expeditious manner. PCB has zero tolerance towards corruption and indiscipline in the game.

Unless otherwise indicated, references to Articles and Appendices are to articles and appendices of the *Code of Conduct*. Words in *italicized* text in the *Code of Conduct* are defined terms and their definitions are set out in Appendix 1.

ARTICLE 1 SCOPE AND APPLICATION

- 1.1 This Code of Conduct for Players and Player’s Support Personnel repeals and supersedes all previous Codes of Conduct applicable to Players and Player Support Personnel.
- 1.2 All *Players* and *Player Support Personnel* are automatically bound by and required to comply with all of the provisions of the *Code of Conduct*. Accordingly, by their participation (in the case of a *Player*) or assistance in a *Player’s* participation (in the case of a *Player Support Personnel*) in any *Match*, such *Players* or *Player Support Personnel* shall be deemed to have agreed:
 - 1.1.1 that it is their personal responsibility to familiarise themselves with all of the requirements of the *Code of Conduct*, including what conduct constitutes an offence under the *Code of Conduct*,
 - 1.1.2 to submit to the exclusive jurisdiction of any *Team Manager, Match Referee, Judicial Commissioner, or Appeal Panel* convened under the *Code for Conduct* to hear and determine charges brought (and any appeals in relation thereto) pursuant to the *Code of Conduct*; and
 - 1.1.3 not to bring any proceedings in any court or other forum that are inconsistent with the foregoing submission to the jurisdiction of the *Team Manager, Match Referee, Judicial Commissioner, or Appeal Panel*.
- 1.3 All *Players* and *Player Support Personnel* shall continue to be bound by and required to comply with the *Code of Conduct* until he/she has not participated (in the case of a *Player*), or assisted a *Player’s* participation (in the case of a *Player Support Personnel*) in an *Match* for a period of three (3) months and the *PCB* shall continue to have jurisdiction over him/her under the *Code of Conduct* thereafter in respect of matters taking place prior to that point.
- 1.4 Without prejudice to Articles 1.1 and 1.2, the *PCB* and Regional, District and City Associations and the clubs shall be responsible for promoting *Code of Conduct* awareness and education amongst all *Players* and *Player Support Personnel*.

- 1.5 It is acknowledged that certain *Players* and *Player Support Personnel* may also be subject to other rules of *National Cricket Federations* that govern discipline and/or conduct, and that the same conduct of such *Players* and/or *Player Support Personnel* may implicate not only the *Code of Conduct* but also such other rules that may apply. For the avoidance of any doubt, *Players* and *Player Support Personnel* acknowledge and agree that: (a) the *Code of Conduct* is not intended to limit the responsibilities of any *Player* or *Player Support Personnel* under such other rules; and (b) nothing in such other rules shall be capable of removing, superseding or amending in any way the jurisdiction of the Team Manager, *Match Referee*, *Judicial Commissioner*, or *Appeal Panel* to determine matters properly arising pursuant to the *Code of Conduct*.
- 1.6 For the avoidance of any doubt:
- 1.6.1 all *Umpires* and *Match Referees* officiating in any *Match* are automatically bound by and required to comply with all of the provisions of the *PCB Code of Conduct for Umpires and Referees*; and
- 1.6.2 where any Domestic Team at any level participates in an *International Tour Match or Event* against a representative side of a National Cricket Federation or invitational team, for the purposes of their participation in such *International Tour Match or Event*
- 1.6.2.1 all *Players* and *Player Support Personnel* representing such Domestic Team are automatically bound by and required to comply with, and shall submit themselves to the jurisdiction of this *Code of Conduct*; and
- 1.6.2.2 all players or player support personnel representing the invitational or visiting team shall not be bound by this *Code of Conduct*. Instead, such individuals will be bound by, required to comply with, and shall submit themselves to the jurisdiction of the relevant *National Cricket Federation's* own applicable rules of conduct.

ARTICLE 2 CODE OF CONDUCT OFFENCES

The conduct described in Articles 2.1 – 2.5, if committed by a *Player* or *Player Support Personnel* shall amount to an offence by such *Player* or *Player Support Personnel* under the *Code of Conduct*.

COMMENT: Where considered helpful, guidance notes have been provided in text boxes beneath the description of a particular offence. Such notes are intended only to provide guidance as to the nature and examples of certain conduct that might be prohibited by a particular Article and should not be read as an exhaustive or limiting list of conduct prohibited by such Article.

2.1 Level 1 Offences:

- 2.1.1 Breach of the ICC's/PCB's *Clothing and Equipment Regulations* during a *Match*, save for breaches relating to a 'Commercial Logo' or a 'Player's Bat Logo' as those terms are defined therein.

NOTE: One of the core objectives of the ICC/PCB's *Clothing and Equipment Regulations* is to ensure appropriate and professional standards of appearance on the field of play and to prevent those practices that undermine that objective (for example the cover up/alteration of clothing and equipment with sticking plaster or marker pens, the wearing of batting pads painted with paint that subsequently fades or falls off and/or the use of prohibited logos).

For the avoidance of any doubt, there shall be no requirement that the Umpire must first provide a warning to the offending person to remove or cover up a prohibited logo before a breach of this Article can be established.

It shall be a defence to a charge brought under this Article to show that a *Player* or *Player Support Personnel* was required by his/her Team/Department/Association/Club to use the offending clothing or equipment.

2.1.2 Abuse of cricket equipment or clothing, ground equipment or fixtures and fittings during a Match.

NOTE: Article 2.1.2 includes any action(s) outside the course of normal cricket actions, such as hitting or kicking the wickets and any action(s) which intentionally or negligently results in damage to the advertising boards, boundary fences, dressing room doors, mirrors, windows and other fixtures and fittings.

2.1.3 Showing dissent at an Umpire's decision during a Match.

NOTE: Article 2.1.3 includes: (a) excessive, obvious disappointment with an Umpire's decision; (b) an obvious delay in resuming play or leaving the wicket; (c) shaking the head; (d) pointing or looking at the inside edge when given out lbw; (e) pointing to the pad or rubbing the shoulder when caught behind; (f) snatching the cap from the Umpire; (g) requesting a referral to the TV Umpire (other than in the context of a legitimate request for a referral as may be permitted in such International Match); and (h) arguing or entering into a prolonged discussion with the Umpire about his decision.

It shall not be a defence to any charge brought under this Article to show that the Umpire might have, or in fact did, get any decision wrong.

2.1.4 Using language or a gesture that is obscene, offensive or insulting during a Match.

NOTE: Article 2.1.4 includes: (a) excessively audible or repetitious swearing; and (b) obscene gestures which are not directed at another person, such as swearing in frustration at one's own poor play or fortune. In addition, this offence is not intended to penalise trivial behaviour.

When assessing the seriousness of the breach, the Umpire shall be required to take into account the context of the particular situation and whether the words or gesture are likely to: (a) be regarded as obscene; (b) give offence; or (c) insult another person.

This offence is not intended to cover any use of language or gestures that are likely to offend another person on the basis of their race, religion, gender, colour, descent, national or ethnic origin. Such conduct is prohibited under the PCB's Anti-Racism Code and must be dealt with according to the procedures set out therein.

2.1.5 Excessive appealing during a Match.

NOTE: For the purposes of Article 2.1.5, 'excessive' shall include: (a) repeated appealing of the same decision/appeal; (b) repeated appealing of different decisions/appeals when the bowler/fielder knows the batter is not out with the intention of placing the Umpire under pressure; or (c) celebrating a dismissal before the decision has been given. It is not intended to prevent loud or enthusiastic appealing.

2.1.6 Pointing or gesturing towards the pavilion by a bowler or other member of the fielding side upon the dismissal of a batsman during a Match.

2.1.7 Public criticism of, or inappropriate comment in relation to an incident occurring in a Match or any Player, Player Support Personnel, Match official or team participating in a Match, irrespective of when such criticism or inappropriate comment is made.

NOTE: Without limitation, Players and Player Support Personnel will breach Article 2.1.7 if they publicly criticise the Match officials or denigrate a Player or team against which they have played in relation to incidents which occurred in any Match. When assessing the seriousness of the breach, the context within which the comments have been made and the gravity of the offending comments must be taken into account.

2.1.8 Where the facts of the alleged incident are not adequately or clearly covered by any of the above offences, conduct that either: (a) is contrary to the spirit of the game; or (b) brings the game into disrepute.

NOTE: Article 2.1.8 is intended to be a 'catch-all' provision to cover all types of conduct of a minor nature that is not (and, because of its nature, cannot be) adequately covered by the specific offences set out elsewhere in the Code of Conduct.

By way of example, Article 2.1.8(a) may (depending upon the seriousness and context of the breach) prohibit the following: (a) the use of an illegal bat or illegal wicket-keeping gloves; (b) deliberate time wasting; (c) cheating during any Match, including deliberate attempts to mislead the Umpire; (d) failure to comply with the provisions of Match Playing Conditions of PCB; and (e) any conduct which is considered 'unfair play' under Law 42 of the Laws of Cricket.

By way of example, Article 2.1.8(b) may (depending upon the seriousness and context of the breach) prohibit the following: (a) public acts of misconduct; (b) unruly public behaviour; and (c) inappropriate comments which are detrimental to the interests of the game.

2.2 Level 2 Offences:

2.2.1 Showing serious dissent at an Umpire's decision during any Match.

NOTE: Dissent, including the examples given in Article 2.1.3 above will be classified as 'serious' when the conduct contains an element of anger or abuse which is directed at the Umpire or the Umpire's decision or where there is excessive delay in resuming play or leaving the wicket or where there is persistent re-reference to the incident over time.

It shall not be a defence to any charge brought under this Article to show that the Umpire might have, or in fact did, get any decision wrong.

2.2.2 Breach of the PCB's Clothing and Equipment Regulations during any Match relating to a 'Commercial Logo' or a 'Player's Bat Logo' as those terms are defined.

NOTE: Article 2.2.2 only relates to breaches of the regulations regarding 'Commercial Logos' and 'Player's Bat Logos'.

For the avoidance of any doubt, there shall be no requirement that the Umpire must first provide a warning to the offending person to remove or cover up a prohibited logo before a breach of this Article can be established.

It shall be a defence to a charge brought under this Article to show that a Player or Player Support Personnel is required by PCB to use the offending clothing or equipment.

2.2.3 Serious public criticism of, or inappropriate comment in relation to an incident occurring in a Match or any Player, Player Support Personnel, Match official or team participating in any Match, irrespective of when such criticism or inappropriate comment is made.

NOTE: Without limitation, Players and Player Support Personnel will breach this rule if they publicly criticise the Match officials or denigrate a Player or team against which they have played in relation to incidents which occurred in any Match. When assessing the seriousness of the breach, the context within which the comments have been made and the gravity of the offending comments must be taken into account.

2.2.4 Inappropriate and deliberate physical contact between Players in the course of play during a Match.

NOTE: Without limitation, Players will breach this regulation if they deliberately walk or run into or shoulder another Player.

2.2.5 Charging or advancing towards the Umpire in an aggressive manner when appealing during a Match.

2.2.6 Deliberate and malicious distraction or obstruction on the field of play during a Match.

2.2.7 Throwing a ball (or any other item of cricket equipment such as a water bottle) at or near a Player, Player Support Personnel, Umpire, Match Referee or any other third person in an inappropriate and/or dangerous manner during any Match.

NOTE: This regulation will not prohibit a fielder or bowler from returning the ball to the stumps in the normal fashion.

2.2.8 Using language or gesture(s) that is seriously obscene, seriously offensive or of a seriously insulting nature to another Player, Player Support Personnel, Umpire, Match Referee or any other third person during a Match.

NOTE: It is acknowledged that there will be verbal exchanges between Players in the course of play. Rather than seeking to eliminate these exchanges entirely, Umpires will be required to report such conduct that falls below an acceptable standard. This offence is not intended to penalise trivial behaviour.

When assessing the seriousness of the breach, the Umpire shall be required to take into account the context of the particular situation and whether the words or gesture are likely to: (a) be regarded as seriously obscene; or (b) give serious offence; or (c) seriously insult another person.

This offence is not intended to cover any use of language or gestures that are likely to offend another person on the basis of their race, religion, gender, colour, descent, national or ethnic origin. Such conduct is prohibited under the PCB's Anti-Racism Code and must be dealt with according to the procedures set out therein.

2.2.9 Changing the condition of the ball in breach of Law 42.3 of the Laws of Cricket, as modified by PCB Match Playing Conditions clause _____.

NOTE: This offence supplements and does not replace ICC/PCB Match Playing Conditions clause _____

Any action(s) likely to alter the condition of the ball which were not specifically permitted under Law 42.3(a) may be regarded as 'unfair'. The following actions shall not be permitted (this list of actions is not exhaustive but included for illustrative purposes): (a) deliberately throwing the ball into the ground for the purpose of roughening it up; (b) applying any artificial substance to the ball; and applying any non-artificial substance for any purpose other than to polish the ball; (c) lifting or otherwise interfering with any of the seams of the ball; (d) scratching the surface of the ball with finger or thumb nails or any implement.

The Umpires shall use their judgment to apply the principle that actions taken to maintain or enhance the condition of the ball, provided no artificial substances are used, shall be permitted. Any actions taken with the purpose of damaging the condition of the ball or accelerating the deterioration of the condition of the ball shall not be permitted.

2.2.10 Any attempt to manipulate a Match for inappropriate strategic or tactical reasons.

NOTE: Article 2.2.10 is intended to prevent the manipulation of Matches for inappropriate strategic or tactical reasons (such as when a team deliberately loses a pool Match in PCB Event in order to affect the standings of other teams in such Event). It might also apply to the inappropriate manipulation of a net run rate or accumulation of bonus points or otherwise.

Article 2.2.10 is not intended to cover any corrupt or fraudulent acts (including any use of inside information and/or related betting activity). Such conduct is prohibited under the PCB Anti-Corruption Code and must be dealt with according to the procedures set out therein.

The Team Captain of any team guilty of such conduct shall be held responsible (and subject to sanction) for any offence found to have been committed under this Article.

2.2.11 Where the facts of the alleged incident are not adequately or clearly covered by any of the above offences, conduct that either: (a) is contrary to the spirit of the game; or (b) brings the game into disrepute.

NOTE: Article 2.2.11 is intended to be a 'catch-all' provision to cover all types of conduct of a serious nature that is not (and, because of its nature, cannot be) adequately covered by the specific offences set out elsewhere in the Code of Conduct.

See guidance notes to Article 2.1.8 for examples of conduct that may (depending upon the seriousness and context of the breach) be prohibited under Article 2.2.11.

2.3 Level 3 Offences:

2.3.1 Intimidation of an Umpire or Match Referee whether by language or conduct (including gestures) during any Match.

NOTE: Includes appealing in an aggressive or threatening manner.

2.3.2 Threat of assault on another Player, Player Support Personnel, Umpire, Match Referee or any other person (including a spectator) during a Match.

- 2.3.3** Where the facts of the alleged incident are not adequately or clearly covered by any of the above offences, conduct that either: (a) is contrary to the spirit of the game; or (b) brings the game into disrepute.

NOTE: Article 2.3.3 is intended to be a 'catch-all' provision to cover all types of conduct of a very serious nature that is not (and, because of its nature, cannot be) adequately covered by the specific offences set out elsewhere in the Code of Conduct.

See guidance notes to Article 2.1.8 for examples of conduct that may (depending upon the seriousness and context of the breach) be prohibited under Article 2.3.3.

2.4 Level 4 Offences:

- 2.4.1** Threat of assault on an *Umpire* or *Match Referee* during a *Match*.
- 2.4.2** Physical assault of another *Player*, *Player Support Personnel*, *Umpire*, *Match Referee* or any other person (including a spectator) during a *Match*.
- 2.4.3** Any act of violence on the field of play during a *Match*.
- 2.4.4** Where the facts of the alleged incident are not adequately or clearly covered by any of the above offences, conduct that either: (a) is contrary to the spirit of the game; or (b) brings the game into disrepute.

NOTE: Article 2.4.4 is intended to be a 'catch-all' provision to cover all types of conduct of an overwhelmingly serious nature that is not (and, because of its nature, cannot be) adequately covered by the specific offences set out elsewhere in the Code of Conduct.

See guidance notes to Article 2.1.8 for examples of conduct that may (depending upon the seriousness and context of the breach) be prohibited under Article 2.4.4.

2.5 Minimum Over Rate Offences:

Failure by a fielding team participating in a *Match* to meet the *Minimum Over Rate* requirements contained in Appendix 2 constitutes an offence under this *Code of Conduct* by the relevant *Team Captain* and each of the *Players* in that fielding team according to the following:

- 2.5.1** where the actual over rate in a *Match* of one or more days duration is equal to or less than 5 overs short of the *Minimum Over Rate*, such an offence shall be considered a "**Minor Over Rate Offence**".
- 2.5.2** where the actual over rate in any *Match* of one or more days duration is more than five overs short of the *Minimum Over Rate*, such an offence shall be considered a "**Serious Over Rate Offence**".

NOTE: Subjective intent on behalf of the *Team Captain* to waste time is not required. It is sufficient to establish that the *Minimum Over Rate* was not met. To avoid liability under this offence the *Team Captain* would need to establish, on the balance of probabilities, that the shortfall was due to factors beyond his control and that the time allowances permitted by the *Match* officials in calculating the required over rate were not sufficient. The presence or absence of subjective intent and the extent of the shortfall shall be relevant in relation to the issue of penalty.

ARTICLE 3 REPORTING AN ALLEGED OFFENCE UNDER THE CODE OF CONDUCT

3.1 Any one of the following individuals can report an alleged offence under the *Code of Conduct* (other than *Minimum Over Rate Offences* - as to which see Appendix 2) by lodging a report in the manner described in Article 3.2, below (a “**Report**”):

3.1.1 an *Umpire* that officiated in the *Match* during which the alleged offence was committed;

3.1.2 the *Team Manager* of the respective team participated in the *Match* during, or in relation to which, the alleged offence was committed;

3.1.3 the *PCB’s Senior General Manager (GM/ General Manager (GM))*; or

3.1.4 provided it is a *Level 3 Offence* or *Level 4 Offence* that is alleged to have been committed, the *Match Referee* that was appointed to officiate in the *Match* during which the alleged offence was committed. (For the avoidance of any doubt, the *Match Referee* is not entitled to lodge a *Report* in relation to an alleged *Level 1 Offence* or *Level 2 Offence*).

3.2 All *Reports* must be completed on Form “Rep 1” (or such other form as may be made available for such purpose by the *PCB* from time to time). All *Reports* must be signed and dated by the person lodging the *Report*.

3.2.1 Where the *Report* is lodged by any of the individuals described in Articles 3.1.1 or 3.1.2 in relation to:

3.2.1.1 a *Level 1 Offence* or a *Level 2 Offence* that is alleged to have been committed on the field of play during any *Match*, then the *Report* must be lodged with the *Match Referee* (or, where, for logistical reasons or in the instance where no *Match Referee* is officiating e.g., in District or Club level matches, , the *PCB’s GM/SGM Domestic Cricket Operations*) within eighteen hours of the close of the day’s play in the relevant *Match* or prior to the start of the following day’s play or the start of the next relevant *Match*, whichever is the sooner; or

3.2.1.2 a *Level 1 Offence* or a *Level 2 Offence* that is alleged to have been committed at any time or place other than on the field of play then the *Report* must be lodged with the *Match Referee* (or, where, for logistical reasons, or in the instance where no *Match Referee* is officiating e.g., in District or Club level matches, the *PCB’s SGM Domestic Cricket Operations*) as soon as reasonably practicable, and in any event, no later than twenty four (24) hours (where the *Report* is lodged by an *Umpire*) or forty eight (48) hours (where the *Report* is lodged by the *Team Manager* after: (a) the commission of the alleged offence; or (b) the alleged offence was brought to the attention of the person lodging the *Report*); or

3.2.1.3 a *Level 3 Offence* or a *Level 4 Offence* that is alleged to have been committed, then the *Report* must be lodged with the *PCB’s Director Domestic Cricket* as soon as reasonably practicable, and in any event no later than three (3) days after either: (a) the commission of the alleged offence; or (b) the alleged offence was brought to the attention of the person lodging the *Report*.

3.2.2 Where the *Report* is lodged by the individual described in Article 3.1.3 in relation to:

3.2.2.1 a *Level 1 Offence* or a *Level 2 Offence* that is alleged to have been committed at any time or place (whether on the field of play or otherwise), then the *Report* must be lodged with the *Match Referee* (or, where, for logistical reasons or in the

instance where no Match Referee is officiating .e.g., in District or Club level matches, the PCB's SGM Domestic Cricket Operations) within Eighteen hours of the commission of the alleged offence; or

3.2.2.2 a *Level 3 Offence* or a *Level 4 Offence* that is alleged to have been committed at any time or place (whether on the field of play or otherwise), then the *Report* must be lodged with the *PCB's Director Domestic Cricket* as soon as reasonably practicable, and in any event no later than three (3) days after: (a) the commission of the alleged offence; or (b) the alleged offence was brought to the attention of the *PCB's Director Domestic Cricket Operations*.

3.2.3 Where the *Report* is lodged by the individual described in Article 3.1.4 in relation to a *Level 3 Offence* or a *Level 4 Offence* that is alleged to have been committed, then the *Report* must be lodged with the *PCB's Director Domestic Cricket* as soon as reasonably practicable, and in any event no later than three (3) days after: (a) the commission of the alleged offence; or (b) the alleged offence was brought to the attention of the *Match Referee*.

3.3 Where it is alleged that a *Player* or *Player Support Personnel* has committed more than one offence under the *Code of Conduct* during, or in relation to a *Match* (whether arising out of the same set of facts or otherwise), then a separate *Report* should be filed in accordance with this Article 3 for each of the offences that are alleged to have been committed.

ARTICLE 4 NOTIFICATION PROCEDURE

Level 1 Offences, Level 2 Offences and Minimum Over Rate Offences:

4.1 Where a *Match Referee* receives a *Report* lodged under Articles 3.2.1.1, 3.2.1.2, 3.2.2.1 or Article 3.2 of Appendix 2 (in the case of *Minimum Over Rate Offences*), he/she must promptly provide a copy of the *Report*, together with a completed Form "Not 1", (such documents comprising the '**Notice of Charge**'), to the following individuals:

4.1.1 the *Player* or *Player Support Personnel* named in the *Report*, or, where appropriate in the case of an offence under either Article 2.2.9 (changing the condition of the ball), 2.2.10 (manipulating a *Match*), or 2.5.1/2.5.2 (failure to meet the *Minimum Over Rate*), the relevant *Team Captain*; and

4.1.2 the *Team Manager* of the relevant *Player* or *Player Support Personnel* named in the *Report*.

4.2 The *Notice of Charge* shall specify that the *Player* or *Player Support Personnel* shall have the following three options:

4.2.1 he/she may admit the offence charged and accede to the proposed sanction specified in the *Notice of Charge* (which sanction shall be strictly at the *Match Referee's* discretion, but at all times within the appropriate range for the level of offence). In such circumstances, and provided that such admission has been received by the *Match Referee* prior to the commencement of the hearing at the time/place specified in the *Notice of Charge*, the hearing before the *Match Referee* shall not be required and no further action shall be taken, or

4.2.2 he/she may admit the offence charged but dispute the proposed sanction specified in the *Notice of Charge*, in which case the matter shall proceed to a hearing in accordance with Article 5.1; or

4.2.3 he/she may deny the offence charged, in which case the matter shall proceed to a hearing in accordance with Article 5.1.

Level 3 Offences and Level 4 Offences:

4.3 Where the PCB's Director Domestic Cricket Operations receives a Report lodged under Articles 3.2.1.3, 3.2.2.2 or 3.2.3, he/she must promptly conduct a review to determine whether the Player or Player Support Personnel named in the Report has a case to answer.

4.4 If the initial review of the Report reveals that there is no case to answer, then the PCB shall notify the person who filed the Report of that fact, and the matter shall not proceed any further.

4.5 If the initial review of the Report reveals that there is a case to answer, then the PCB shall promptly provide a copy of the Report, together with a completed Form "Not 1" (such documents comprising the 'Notice of Charge') to the following individuals:

4.5.1 the Player or Player Support Personnel named in the Report; and

4.5.2 the Team Manager of the relevant Player or Player Support Personnel named in the Report; and

4.5.3 the In charge of Regional, District, City Cricket Association or the Department or Club, as the case may be, by whatever name called to which the relevant Player or Player Support Personnel is affiliated.

4.6 The Notice of Charge shall specify that the Player or Player Support Personnel shall have the following options:

4.6.1 he/she may admit the offence charged and accede to the proposed sanction specified in the Notice of Charge (which sanction shall be strictly at the PCB's discretion, but at all times within the appropriate range for the level of offence). In such circumstances, and provided that such admission has been received by the PCB's Director Domestic Cricket Operations prior to the commencement of the hearing at the time/place specified in the Notice of Charge, the hearing before the Judicial Commissioner shall not be required and no further action shall be taken, save that the PCB shall promptly issue a public statement to the said effect; or

4.6.2 he/she may admit the offence charged but dispute the proposed sanction specified in the Notice of Charge, in which case the matter shall proceed to a hearing in accordance with Article 5.2; or

4.6.3 he/she may deny the offence charged, in which case the matter shall proceed to a hearing in accordance with Article 5.2.

ARTICLE 5 THE DISCIPLINARY PROCEDURE

Level 1 Offences, Level 2 Offences and Minimum Over Rate Offences:

5.1 Where a matter proceeds to a hearing under Article 4.2.2 or 4.2.3, then the case shall be referred to the Match Referee for adjudication (or where no Match Referee is appointed, the PCB's SGM/GM Domestic Cricket Operations, in accordance with the following procedure:

5.1.1 Subject to the discretion of the Match Referee/SGM/GM Domestic Cricket to order otherwise for good cause shown by the Player or Player Support Personnel, the hearing

will take place at the time specified in the *Notice of Charge* (which should, in the absence of exceptional circumstances, be no more than twenty four (24) hours after the receipt by the *Player* or *Player Support Personnel* of the *Notice of Charge*) and, subject to the note to Article 5, in the city in which the alleged offence was committed. For the avoidance of doubt, nothing in this Article 5.1.1 prevents a hearing from being convened at a time during which the *Match* in relation to which the alleged offence took place, remains in progress.

- 5.1.2 The procedure followed at the hearing shall be at the discretion of the *Match Referee/GM/SGM Domestic Cricket Operations*, provided that the hearing is conducted in a manner which offers the *Player* or *Player Support Personnel* a fair and reasonable opportunity to present evidence, address the *Match Referee/GM/SGM Domestic Cricket Operations* and present his/her case.
- 5.1.3 The hearing before the *Match Referee/GM/SGM Domestic Cricket Operations* shall be in English/Urdu.
- 5.1.4 Where video evidence of the alleged offence is available at the hearing before the *Match Referee/GM/SGM Domestic Cricket Operations*, then it may be relied upon by any party, provided that all other parties shall have the right to make such representations in relation to it that they may see fit.
- 5.1.5 Unless exceptional circumstances apply, each of the following individuals must attend any hearing before the *Match Referee/GM/SGM Domestic Cricket Operations*: (a) the *Player* or *Player Support Personnel* who has been charged with the alleged offence; and (b) the person who lodged the *Report*. Where any such individual has a compelling justification for his/her non-attendance, then they shall be given the opportunity to participate in the hearing before the *Match Referee/GM/SGM Domestic Cricket* by telephone or video conference (if available). Without prejudice to the *Player* or *Player Support Personnel's* ability to call and to question such witnesses as may be necessary and/or to be represented by such other person of his/her own choosing pursuant to Article 5.1.6, one of the *Team Captain*, *Team Vice-Captain* or *Team Manager* of the team that the *Player* or *Player Support Personnel* represents may also attend such a hearing to provide additional support and assistance to the *Player* or *Player Support Personnel*.
- 5.1.6 Each of the individuals described in Article 5.1.5(a) and (b) shall have the right (at his/her or its own expense) to be represented at the hearing before the *Match Referee/GM/SGM Domestic Cricket* by such representative of his/her or its own choosing. Where the person lodging the *Report* is an *Umpire* that officiated in *Match* in question then such person shall be entitled to be represented prior to, and during, the hearing (if he/she considers necessary) by a representative of the *PCB's Director Domestic Cricket Operations*.
- 5.1.7 The non-attendance of any *Player* or *Player Support Personnel* or his/her representative at the hearing, shall not prevent the *Match Referee/GM/SGM Domestic Cricket Operations* from proceeding with the hearing in his/her absence and issuing a ruling in relation to the offence charged.
- 5.1.8 At the end of a hearing, where the *Match Referee/GM/SGM Domestic Cricket Operations* considers that further evidence is necessary or further time is required to consider the evidence that has been presented, he/she shall adjourn the hearing for an appropriate period of time and make such directions as may be necessary.
- 5.1.9 Alternatively, at the end of a hearing:

5.1.9.1 brought under Article 4.2.2:

- (a) as soon as possible after the conclusion of the hearing (and, in any event, no later than twenty four (24) hours thereafter), the *Match Referee/GM/SGM Domestic Cricket Operations* will confirm the *Player or Player Support Personnel's* admission that he/she had committed a *Code of Conduct* offence and announce his/her decision in writing, with reasons, setting out: (a) what sanctions, if any, are to be imposed (including any fine and/or period of suspension); (b) the date that any period of suspension shall come into force and effect; and (c) any rights of appeal that may exist pursuant to Article 8.

5.1.9.2 brought under Article 4.2.3 (or where the *Player or Player Support Personnel* has failed to respond in a timely fashion to the *Notice of Charge*):

- (a) the *Match Referee/GM/ SGM Domestic Cricket Operations* shall adjourn the hearing (for a period of no less than ten (10) minutes and no more than twenty-four (24) hours), following which he/she will reconvene the hearing and verbally announce his/her finding as to whether a *Code of Conduct* offence has been committed;
- (b) where the *Match Referee/GM/ SGM Domestic Cricket Operations* determines that a *Code of Conduct* offence has been committed, the *Player or Player Support Personnel* may request a short adjournment (of no more than thirty (30) minutes) to prepare any submissions that he/she might wish to make in relation to the appropriate sanction that ought to be applied; and
- (c) as soon as possible after the conclusion of the hearing (and, in any event, no later than twenty four (24) hours thereafter), the *Match Referee/GM/ SGM Domestic Cricket Operations* will announce his/her decision in writing, with reasons, setting out: (a) the finding as to whether a *Code of Conduct* offence had been committed; (b) what sanctions, if any, are to be imposed (including any fine and/or period of suspension); (c) the date that any period of suspension shall come into force and effect; and (d) any rights of appeal that may exist pursuant to Article 8.

5.1.10 The *Match Referee/GM/ SGM Domestic Cricket Operations* shall have the discretion to announce the substance of his/her decision prior to the issue of the written reasoned decision referred to in Article 5.1.9.

5.1.11 A copy of the written reasoned decision will be provided to the *Player or Player Support Personnel*, the In Charge of the *Player or Player Support Personnel's Association or the Department or Club*, and the *PCB's Domestic Cricket Operations Manager*.

5.1.12 Subject only to the rights of appeal under Article 8, the *Match Referee's/GM/ SGM Domestic Cricket's Operations* decision shall be the full, final and complete disposition of the matter and will be binding on all parties.

Level 3 Offences and Level 4 Offences:

5.2 Where a matter proceeds to a hearing under Article 4.6.2 or 4.6.3, then the case shall be referred to a *Judicial Commissioner* for adjudication in accordance with the following procedure:

- 5.2.1** As soon as reasonably possible, the *PCB* shall appoint one member from amongst the Pool of Adjudicators, to sit as the *Judicial Commissioner* to hear the case sitting alone. The appointed member shall be independent of the parties and have had no prior involvement with the case in relation to which, the alleged offence was committed.
- 5.2.2** The *Judicial Commissioner* shall convene a preliminary hearing with the *PCB* and/or its legal representatives, together with the *Player* or *Player Support Personnel* and his/her legal representatives (if any). The preliminary hearing should take place as soon as possible. The non-participation, without compelling justification, of the *Player* or *Player Support Personnel* or his/her representative at the preliminary hearing, after proper notice of the preliminary hearing has been provided, shall not prevent the *Judicial Commissioner* from proceeding with the preliminary hearing, whether or not any written submissions are made on behalf of the *Player* or *Player Support Personnel*.
- 5.2.3** The purpose of the preliminary hearing shall be to allow the *Judicial Commissioner* to address any preliminary issues that need to be resolved prior to the hearing date. In particular (but without limitation), the *Judicial Commissioner* shall:
- 5.2.3.1** determine the date(s) upon which the full hearing shall be held. Save in exceptional circumstances or where the parties otherwise agree, the full hearing should take place no longer than seven (07) days after the receipt by the *Player* or *Player Support Personnel* of the *Notice of Charge*.
- 5.2.3.2** establish dates reasonably in advance of the date of the full hearing by which:
- (a) the *PCB* shall submit an opening brief with argument on all issues that the *PCB* wishes to raise at the hearing and a list of the witnesses that the *PCB* intends to call at the hearing (and a summary of the subject areas of the witness's anticipated testimony), and enclosing copies of the exhibits that the *PCB* intends to introduce at the hearing;
 - (b) the *Player* or *Player Support Personnel* shall submit an answering brief, addressing the *PCB*'s arguments and setting out argument on the issues that he/she wishes to raise at the hearing, as well as a list of the witnesses that he/she intends to call at the hearing (and a summary of the subject areas of the witness's anticipated testimony), and enclosing copies of the exhibits that he/she intends to introduce at the hearing; and
 - (c) the *PCB* may (at its discretion) submit a reply brief, responding to the answer brief of the *Player* or *Player Support Personnel* and listing any rebuttal witnesses that the *PCB* intends to call at the hearing (and a summary of the subject areas of the witness's anticipated testimony), and enclosing copies of any other exhibits that the *PCB* intends to introduce at the hearing; and
- 5.2.3.3** make such order as the *Judicial Commissioner* shall deem appropriate in relation to the production of relevant documents and/or other materials between the parties.
- 5.2.4** Subject to the discretion of the *Judicial Commissioner* to order otherwise for good cause shown by either party, or if otherwise agreed between the parties, hearings before the *Judicial Commissioner* shall take place at Gaddafi Stadium, *PCB*.

- 5.2.5** The procedure followed at the hearing shall be at the discretion of the *Judicial Commissioner*, provided that the hearing is conducted in a manner which offers the *Player* or *Player Support Personnel* a fair and reasonable opportunity to present evidence (including the right to call and to question witnesses, address the *Judicial Commissioner* and present his/her case.
- 5.2.6** The hearing before the *Judicial Commissioner* shall be in English/Urdu, and English/Urdu documents shall be submitted before the *Judicial Commissioner*. The cost of the translation, if any, shall be borne by the party offering the document(s). The hearing(s) before the *Judicial Commissioner* shall be recorded.
- 5.2.7** Where video evidence of the alleged offence is available at the hearing before the *Judicial Commissioner*, then it may be relied upon by any party, provided that all other parties shall have the right to make such representations in relation to it that they may see fit.
- 5.2.8** Each of the following individuals must attend any hearing before the *Judicial Commissioner*: (a) the *Player* or *Player Support Personnel* who has been charged with the alleged offence; (b) the person who lodged the *Report* (or, in the case of the *PCB's* or *Director Domestic Cricket Operations* , his/her representative); and if required (c) legal representative of PCB
- 5.2.9** Each of the individuals described in Article 5.2.8(a) and (b) shall have the right (at his/her or its own expense) to be represented at the hearing before the *Judicial Commissioner* by such representative (including legal counsel) of his/her or its own choosing. Where the person lodging the *Report* is an *Umpire* or *Match Referee* that officiated in the *Match* in question or the *PCB's Director Domestic Cricket Operations* , then such person shall be entitled to be represented prior to, and during, the hearing (if he/she considers necessary) by *PCB's* Legal representative.
- 5.2.10** The non-attendance of the *Player* or *Player Support Personnel* or his/her representative at the hearing, after proper notice of the hearing has been provided, shall not prevent the *Judicial Commissioner* from proceeding with the hearing in his/her absence, whether or not any written submissions are made on his/her behalf.
- 5.2.11** At the end of a hearing, where the *Judicial Commissioner* considers that further evidence is necessary or further time is required to consider the evidence that has been presented, he/she shall adjourn the hearing for an appropriate period of time and make such directions as may be necessary.
- 5.2.12** Alternatively, at the end of a hearing:
- 5.2.12.1** brought under Article 4.6.2:
- (a) as soon as possible after the conclusion of the hearing (and, in any event, no later than forty-eight (48) hours thereafter), the *Judicial Commissioner* will confirm the *Player* or *Player Support Personnel's* admission that he/she had committed a *Code of Conduct* offence and announce his/her decision in writing, with reasons, setting out: (a) what sanctions, if any, are to be imposed (including any fine and/or period of suspension); (b) the date that any period of suspension shall come into force and effect; and (c) any rights of appeal that may exist pursuant to Article 8.

5.2.12.2 brought under Article 4.6.3 (or where the *Player* or *Player Support Personnel* has failed to respond in a timely fashion to the *Notice of Charge*):

- (a) the *Judicial Commissioner* shall adjourn the hearing (for a period of no less than ten (10) minutes and no more than twenty-four (24) hours), following which he/she will reconvene the hearing and verbally announce his/her finding as to whether a *Code of Conduct* offence has been committed;
- (b) where the *Judicial Commissioner* determines that a *Code of Conduct* offence has been committed, the *Player* or *Player Support Personnel* may request a short adjournment (of no more than thirty (30) minutes) to prepare any submissions that he/she might wish to make in relation to the appropriate sanction that ought to be applied; and
- (c) as soon as possible after the conclusion of the hearing (and, in any event, no later than forty-eight (48) hours thereafter), the *Judicial Commissioner* will announce his/her decision in writing, with reasons, setting out: (a) the finding as to whether a *Code of Conduct* offence had been committed; (b) what sanctions, if any, are to be imposed (including any fine and/or period of suspension); (c) the date that any period of suspension shall come into force and effect; and (d) any rights of appeal that may exist pursuant to Article 8.

5.2.13 The *Judicial Commissioner* shall have the discretion to announce the substance of his/her decision prior to the issue of the written reasoned decision referred to in Article 5.2.12.

5.2.14 A copy of the written reasoned decision will be provided to the *Player* or *Player Support Personnel*, the In charge of the *Player* or *Player Support Personnel's Association or Club*, as the case may be, and the *PCB's Manager Domestic Cricket Operations*.

5.2.15 Subject only to the rights of appeal under Article 8, the *Judicial Commissioner's* decision shall be the full, final and complete disposition of the matter and will be binding on all parties.

General Principles of Procedure

5.3 Where a *Report* is filed by more than one of the individuals described in Article 3.2 in relation to the same alleged offence under the *Code of Conduct*, then the *Player* or *Player Support Personnel* alleged to have committed the offence will only be served with one *Notice of Charge* in accordance with the procedures set out in Article 4. However, all persons who filed a *Report* (or, in the case of the *PCB's Director Domestic Cricket Operations*, his/her representative/nominee) in relation to the alleged offence are required to attend the hearing before the *Match Referee* or *Judicial Commissioner* the hearing may be adjourned to a suitable date.

5.4 Where two or more *Players* or *Player Support Personnel* are alleged to have committed offences under the *Code of Conduct*, they may both be dealt with at the same hearing where the proceedings arise out of the same incident or set of facts, or where there is a clear link between separate incidents, provided that the *Code of Conduct* permits the alleged offences to be determined by the same adjudicator. For the avoidance of doubt:

5.4.1 any number of *Level 1 Offences* and/or *Level 2 Offences* can all be determined by a *Match Referee* at the same hearing; and

- 5.4.2 any number of *Level 3 Offences* and/or *Level 4 Offences* can all be determined by a *Judicial Commissioner* at the same hearing; but
- 5.4.3 a *Level 1 Offence* or *Level 2 Offence* cannot be determined at the same hearing as a *Level 3 Offence* or a *Level 4 Offence* (and vice versa), and separate proceedings should therefore be issued in relation to each alleged offence.
- 5.5 Where a *Player* or *Player Support Personnel* is alleged to have committed more than one breach of the *Code of Conduct* during, or in relation to the same *Match*, then all of the alleged offences may be dealt with at the same hearing, provided that the *Code of Conduct* permits the offences that are alleged to have been committed to be determined by the same adjudicator. For the avoidance of doubt:
- 5.5.1 any number of *Level 1 Offences* and/or *Level 2 Offences* can all be determined by a *Match Referee* at the same hearing; and
- 5.5.2 any number of *Level 3 Offences* and/or *Level 4 Offences* can all be determined by a *Judicial Commissioner* at the same hearing; but
- 5.5.3 a *Level 1 Offence* or *Level 2 Offence* cannot be determined at the same hearing as a *Level 3 Offence* or a *Level 4 Offence*, and separate proceedings should therefore be issued in relation to each alleged offence.
- 5.6 Any failure or refusal by any *Player* or *Player Support Personnel* to provide assistance to a *Match Referee* or *Judicial Commissioner* in connection with any charge made pursuant to this *Code of Conduct* may constitute a separate offence (depending upon the seriousness and context of such failure or refusal) under Articles 2.1.8, 2.2.12, 2.3.3 or 2.4.3 of the *Code of Conduct*.
- 5.7 Where a *Match Referee* is, or becomes unwilling or unable to hear a case (for example, where he/she finds him/herself in a position of conflict), then the *PCB's SGM/GM Domestic Cricket Operations* shall have the discretion to appoint such other referee as the *PCB* deems to be appropriate in all the circumstances.
- 5.8 Where a *Judicial Commissioner* is, or becomes unwilling or unable to hear a case (for example, where he/she finds him/herself in a position of conflict), then the *PCB's Chairman* shall have the discretion to appoint another member from the Pool of Adjudicators of the (who shall have had no prior involvement with the case and as a replacement to the *Judicial Commissioner* and all of the remaining procedure will apply accordingly.
- 5.9 The *PCB* may issue a public announcement regarding any decision of the *Match Referee* or *Judicial Commissioner* made under the *Code of Conduct*, as soon as is reasonably practicable after the decision has been communicated to the parties. The public announcement of the decision may include details of the offences committed under the *Code of Conduct* and of the sanctions imposed, if any. Until such time as a public announcement is published, all parties and participants in the proceedings may treat such proceedings as strictly confidential. For the avoidance of doubt, nothing in this Article shall prevent any party publicly confirming the date of the hearing, the offence that is alleged to have been committed and/or the name of the *Player* or *Player Support Personnel* charged.

ARTICLE 6 STANDARD OF PROOF AND EVIDENCE

- 6.1 Unless otherwise described herein, the standard of proof in all cases brought under the *Code of Conduct* shall be whether the *Match Referee* or *Judicial Commissioner* is comfortably satisfied, bearing in mind the seriousness of the allegation that is made, that the alleged offence has been

committed. This standard of proof in all cases shall be determined on a sliding scale from, at a minimum, a mere balance of probability (for the least serious offences) up to proof beyond a reasonable doubt (for the most serious offences).

- 6.2 The *Match Referee* or *Judicial Commissioner* shall recognize but not be strictly bound by judicial rules governing the admissibility of evidence. Instead, facts relating to an offence committed under the *Code of Conduct* may be established by any reliable means, including admissions.
- 6.3 The *Match Referee* or *Judicial Commissioner* may draw an inference adverse to the *Player* or *Player Support Personnel* who is asserted to have committed an offence under the *Code of Conduct* based on his/her refusal, without compelling justification, after a request made in a reasonable time in advance of the hearing, to appear at the hearing (either in person or telephonically as directed by the *Match Referee* or *Judicial Commissioner*) and/or to answer any relevant questions.

ARTICLE 7 SANCTIONS ON PLAYERS AND PLAYER SUPPORT PERSONNEL

- 7.1 Where a *Match Referee* or *Judicial Commissioner* determines that an offence under the *Code of Conduct* has been committed, he/she will be required to impose an appropriate sanction on the *Player* or *Player Support Personnel*.
- 7.2 In order to determine the sanction that is to be imposed in each case, the *Match Referee* or *Judicial Commissioner* must first consider whether the *Player* or *Player Support Personnel* has previously been found guilty of an offence under the same Article of the *Code of Conduct* (or any predecessor regulations that may have applied) within a period of twelve months prior to the date on which the alleged offence took place.
- 7.3 Once the *Match Referee* or *Judicial Commissioner* has established whether this is a repeat offence within the relevant twelve month period, then he/she shall go on to take into account any other factors that he/she deems relevant and appropriate to the mitigation or aggravation of the nature of the *Code of Conduct* offence (including, without limitation, the nature and frequency of any previous offences under the *Code of Conduct*) before determining, in accordance with the following table, what the appropriate sanction(s) should be:

| LEVEL OF OFFENCE | RANGE OF PERMISSIBLE SANCTIONS (FIRST OFFENCE) | RANGE OF PERMISSIBLE SANCTIONS (SECOND OFFENCE WITHIN THE SAME SEASON) | RANGE OF PERMISSIBLE SANCTIONS (THIRD OFFENCE WITHIN THE SAME SEASON) | RANGE OF PERMISSIBLE SANCTIONS (FOURTH AND SUBSEQUENT OFFENCES WITHIN THE SAME SEASON) |
|------------------|--|--|---|--|
| Level 1 | Warning/reprimand and/or the imposition of a fine of up to 50% of the applicable <i>Match Fee</i> . In case where Match Fee is not payable, an appropriate amount may be recommended for deduction from the Team's participation fee at District/city level. For department matches, the | The imposition of a fine of between 50-100% of the applicable <i>Match Fee</i> . In case where Match Fee is not payable, an appropriate amount (not less than double the amount of first offence) may be recommended for deduction from the Team's participation fee | The imposition of 1 match ban | The imposition of ban for 3 to 5 matches |

| | | | | |
|-----------------------------------|---|---|--|---|
| | penalty will be recovered through the department. | at District/city level. For department matches, the penalty will be recovered through the department. | | |
| Level 2 | The imposition of a fine of between 50-100% of applicable <i>Match Fee</i> . In case where <i>Match Fee</i> is not payable, an appropriate amount (not less than double the amount of first offence) may be recommended for deduction from the Team's participation fee at District/city level. For department matches, the penalty will be recovered through the department. | . The imposition of 1 match ban | The imposition of ban for 3 to 5 matches | The imposition of a suspension for a period of 6 months |
| Level 3 | The imposition of 3 to 5 match ban | The imposition of suspension for a period of 6 months. | The imposition of suspension for a period of 1 year. | n/a |
| Level 4 | The imposition of suspension for a period of 1 year. | The imposition of a suspension of between one 1 to 2 years | n/a | n/a |
| <i>Minimum Over Rate Offences</i> | See specific sanctions described in the table at Article 4 of Appendix 2. | | | |

7.4 For the avoidance of any doubt:

- 7.4.1** the *Match Referee* or *Judicial Commissioner* will have no jurisdiction to adjust, reverse or amend the results of any *Match*;
- 7.4.2** where a *Player* or *Player Support Personnel* is found guilty of committing two separate *Code of Conduct* offences that do not relate to the same incident or set of circumstances arising during any *Match* and sanctioned separately for each offence, then any sanctions should run cumulatively (and not concurrently);
- 7.4.3** where a *Player* or *Player Support Personnel* is found guilty of committing two *Code of Conduct* offences in relation to the same incident or set of circumstances arising during any *Match* and sanctioned separately, then any sanctions imposed should run concurrently (and not cumulatively);
- 7.4.4** nothing in this *Code of Conduct* shall permit plea bargaining in relation to any alleged offence committed under this *Code of Conduct*;

- 7.4.5** where the *Match Referee* or *Judicial Commissioner* finds a *Player* or *Player Support Personnel* not guilty of the offence allegedly committed under the *Code of Conduct*, then it remains open to him/her, at his/her discretion, to find the *Player* or *Player Support Personnel* guilty of an offence of a lower level than that with which he/she has been charged. For example where a *Player* or *Player Support Personnel* has been charged with (but been found not guilty of) the *Level 2 Offence* of 'showing serious dissent at an *Umpire's* decision' (Article 2.2.1), the *Match Referee* may, instead, find the *Player* or *Player Support Personnel* guilty of the *Level 1 Offence* of 'showing dissent at an *Umpire's* decision' (Article 2.1.3) and impose an appropriate sanction; and
- 7.4.6** where a fine and/or costs award is imposed against a *Player* or *Player Support Personnel*, then such fine and/or costs award must be paid: (a) by the *Player* or *Player Support Personnel* (and not any other third party, including the *Association* or the *Department* or *Club* to which such *Player* or *Player Support Personnel* belongs); (b) to the *Player* or *Player Support Personnel's* *Regional* or *District* or *City Cricket Association* or the *Department* or *Club* for onward transmission to the PCB within one calendar month of receipt of the decision imposing the fine. However, the PCB will consider any request from any *Player* or *Player Support Personnel* to make the payment of such fines and/or costs over a prolonged period of time on the grounds of financial hardship. Should any fine and/or costs award (or agreed part-payment or installment thereof) not be paid to the relevant *Association* or *Department* or *Club*, as the case may be, within such deadline or by the time of the next agreed payment date, the *Player* or *Player Support Personnel* may not play, coach or otherwise participate or be involved in any capacity in *any Match* until such payment has been satisfied in full.

ARTICLE 8 APPEALS

8.1 Appeals from decisions in relation to a first *Level 1 Offence*

8.1.1 Decisions made under the *Code of Conduct* by a *Match Referee*/SGM/GM *Domestic Cricket* in relation to a first *Level 1 Offence* shall be non-appealable and shall remain the full and final decision in relation to the matter.

8.2 Appeals from decisions in relation to: (a) a second, third or fourth *Level 1 Offence*; (b) a *Level 2 Offence*; or (c) a *Minimum Over Rate Offence*

8.2.1 Decisions made under the *Code of Conduct* by a *Match Referee*/SGM/GM *Domestic Cricket* in relation to: (a) a second, third or fourth *Level 1 Offence* within the same season or (b) a *Level 2 Offence*; or (c) a *Minimum Over Rate Offence*, may be challenged solely by appeal as set out in this Article 8.2. Such decision shall remain in effect while under appeal unless any *Judicial Commissioner* properly convened to hear the appeal orders otherwise.

8.2.2 The only parties who may appeal a decision of this nature shall be: (a) the *Player* or *Player Support Personnel* found guilty of the offence or, where appropriate in the case of an offence under either Article 2.2.9 (changing the condition of the ball), 2.2.10 (manipulation of an *Match*), or 2.5.1/2.5.2 (failure to meet the *Minimum Over Rate*), the relevant *Team Captain*; and (b) the *Director Domestic Cricket* (or his/her designee).

8.2.3 Any notice to appeal under this Article must be lodged with the *Chief Operating Officer* (COO) within 48 hours of receipt of the written decision of the *Match Referee*. In all cases, a copy of such notice will also be provided to the CEO of the *Association*, *Department* or the *Club*, as the case may be, to which the *Player* or *Player Support Personnel* is affiliated. Thereafter, the following will apply:

- 8.2.3.1** Within 48 hours of receipt of a notice to appeal: (a) the *PCB's Chairman* will appoint a member from amongst the Pool of Adjudicators to act as *Judicial Commissioner* and hear the appeal sitting alone; and (b) the *Match Referee* will provide a written statement to the *PCB's Chief Operating Officer* setting out any relevant facts (to be copied to the *Player* or *Player Support Personnel*).
- 8.2.3.2** The *provisions* of Articles 5.1.2 to 5.1.11, applicable to proceedings before the *Match Referee*, shall apply *mutatis mutandis* (ie with changes deemed to have been made as required to reflect the different context) to appeal hearings before the *Judicial Commissioner*.
- 8.2.3.3** The *Judicial Commissioner* shall hear and determine all issues arising from any matter which is appealed pursuant to this Article on a *de novo* basis, ie he/she shall hear the matter over again, from the beginning, without being bound in any way by the decision being appealed. For the avoidance of doubt, the *Judicial Commissioner* shall have the power to increase or decrease, amend or otherwise substitute a new decision on the appropriateness (or otherwise) of the sanction imposed at first instance, provided that any new sanction must be within the permitted range of sanctions set out in the table in Article 7.3 (or, where applicable, Article 4 of Appendix 2).
- 8.2.3.4** Appeal hearings pursuant to this Article 8.2 should be completed expeditiously. Save where all parties agree or fairness requires otherwise, the appeal hearing shall be commenced no later than five (5) days after the appointment of the member of the *Judicial Commissioner*.
- 8.2.3.5** The *Judicial Commissioner* shall have the power to order some or all of the costs of the appeal proceedings (including the costs of holding the hearing, , the legal and/or travel/accommodation costs of the *Judicial Commissioner* and/or any other relevant parties) to be paid by the appealing party if he/she considers that such party has acted spuriously, frivolously or otherwise in bad faith.
- 8.2.3.6** Any decision made by the *Judicial Commissioner* under this Article 8.2, shall be the full, final and complete disposition of the matter and will be binding on all parties.

8.3 Appeals from decisions in relation to a *Level 3 Offence* or *Level 4 Offence*

- 8.3.1** Decisions made under the *Code of Conduct* by a *Judicial Commissioner* in relation to a *Level 3 Offence* or *Level 4 Offence* may be challenged solely by appeal as set out in this Article 8.3. Such decision shall remain in effect while under appeal unless any properly convened *Appeal Panel* orders otherwise.
- 8.3.2** The only parties who may appeal a decision made in relation to a *Level 3 Offence* or *Level 4 Offence* shall be: (a) the *Player* or *Player Support Personnel* found guilty of the offence; and (b) the *PCB's Director Domestic Cricket Operations*.
- 8.3.3** Any notice to appeal under this Article must be lodged with the PCB Chief Operating Officer within five (5) days of receipt of the written decision of the *Judicial Commissioner*. In all cases, a copy of such notice will also be provided to the In Charge of the Association, Department or the Club, as the case may be, to which the *Player* or *Player Support Personnel* is affiliated. Thereafter, the following will apply:
 - 8.3.3.1** Within twenty four (24) hours of receipt of a notice to appeal: (a) the *Chairman PCB* will appoint two members from amongst the Pool of Adjudicators to sit as the

Appeal Panel to hear the appeal; and (b) the *Judicial Commissioner* will provide a written statement to the *Chairman PCB* setting out any relevant facts (to be copied to the *Player* or *Player Support Personnel*).

- 8.3.3.2** The provisions of Articles 5.2.2 to 5.2.14, applicable to proceedings before the *Judicial Commissioner*, shall apply *mutatis mutandis* (ie with changes deemed to have been made as required to reflect the different context) to appeal hearings before the *Appeal Panel*.
- 8.3.3.3** The *Appeal Panel* shall hear and determine all issues arising from any matter which is appealed to it pursuant to this Article on a *de novo* basis, ie it shall hear the matter over again, from the beginning, without being bound in any way by the decision being appealed. For the avoidance of doubt, the *Appeal Panel* shall have the power to increase or decrease, amend or otherwise substitute a new decision on the appropriateness (or otherwise) of the sanction imposed at first instance, provided that any new sanction must be within the permitted range of sanctions set out in the table in Article 7.3.
- 8.3.3.4** Appeal hearings pursuant to this Article 8.3 should be completed expeditiously. Save where all parties agree or fairness requires otherwise, the appeal hearing shall be commenced no later than thirty (30) days after the appointment of the *Appeal Panel*.
- 8.3.3.5** The *Appeal Panel* shall have the power to order some or all of the costs of the appeal proceedings (including the costs of holding the hearing, the legal and/or travel/accommodation costs of the *Appeal Panel* and/or any other relevant parties) to be paid by the appealing party if it considers that such party has acted, spuriously, frivolously or otherwise in bad faith.
- 8.3.3.6** Any decision made by the *Appeal Panel* under this Article 8.3, shall be the full, final and complete disposition of the matter and will be binding on all parties. For avoidance of doubt, if the two members are not able to reach a unanimous decision, they shall write their respective reasoned decisions which shall be referred to a third member to be appointed by *PCB's Chairman* from amongst the Pool of Adjudicators.

8.4 No appeal in relation to an accepted sanction

- 8.4.1** For the avoidance of doubt, where a *Player* or *Player Support Personnel* admits the offence charged and accedes to the proposed sanction specified in the *Notice of Charge* in accordance with the procedure described in Articles 4.2.1 or 4.6.1, the *Player* or *Player Support Personnel* waives his/her right to any appeal against the imposition of such a sanction.

ARTICLE 9 RECOGNITION OF DECISIONS

- 9.1** Any hearing results or other final adjudications under the *Code of Conduct* shall be recognised and respected by the PCB and its affiliates including but not limited to the Regional, District and City Cricket Associations, or the Department and Clubs and any other persons automatically upon receipt of notice of the same, without the need for any further formality. Each of the PCB and its affiliates and any other persons as aforesaid shall take all steps legally available to it to enforce and give effect to such decisions.

- 9.2 It shall be a condition of membership of the PCB that all Regional, District and City Associations, the Departments and the Clubs and any other persons shall comply with the *Code of Conduct*.

ARTICLE 10 AMENDMENT AND INTERPRETATION OF THE *CODE OF CONDUCT*

- 10.1 The *Code of Conduct* may be amended from time to time by the PCB, with such amendments coming into effect on the date specified by the PCB.
- 10.2 The headings used for the various Articles of the *Code of Conduct* are for the purpose of guidance only and shall not be deemed to be part of the substance of the *Code of Conduct* or to inform or affect in any way the language of the provisions to which they refer.
- 10.3 The *Code of Conduct* shall come into full force and effect on 1 December 2010 (the “**Effective Date**”). It shall not apply retrospectively to matters pending before the *Effective Date*; provided, however, that any case pending prior to the *Effective Date*, or brought after the *Effective Date* but based on an offence that is alleged to have occurred before the *Effective Date*, shall be governed by the predecessor version of the *Code of Conduct* in force at the time of the alleged offence, subject to any application of the principle of *lex mitior* by the hearing panel determining the case.
- 10.4 If any Article or provision of this *Code of Conduct* is held invalid, unenforceable or illegal for any reason, the *Code of Conduct* shall remain otherwise in full force apart from such Article or provision which shall be deemed deleted insofar as it is invalid, unenforceable or illegal.
- 10.5 The *Code of Conduct* is governed by and shall be construed in accordance with Pakistani law and the provisions of the Constitution of PCB. If resort to court of Law becomes inevitable in respect of the disputes relating to the *Code of Conduct*, the same shall be subject to the exclusive jurisdiction of the courts at Lahore.

APPENDIX 1 - DEFINITIONS

Appeal Panel. A panel of two persons appointed by the PCB's Chairman from the members of the Pool of Adjudicators created by Governing Board of PCB.

Association. *means Regional, City or District Cricket Association, and Blind, Deaf & Dumb Cricket Associations as recognized by PCB.*

Chief Referee. The person, if appointed by PCB from time to time to act as Chief Referee (or his/her designee).

Effective Date. As defined in Article 10.3.

Event. Any competition, tournament, tour, event or equivalent which may involve teams from other countries.

ICC. The International Cricket Council or its designee.

PCB Chief Operating Officer. The person appointed by the PCB from time to time to act as the Chief Operating Officer (COO) of PCB.

ICC/PCB's Clothing and Equipment Regulations. The ICC/PCB's Clothing and Equipment Regulations, in force from time to time.

PCB Code of Conduct for Umpires and Referees. The PCB's Code of Conduct for Umpires and Referees, in force from time to time.

PCB Events. Each of the following: a) Regional Inter District Under-19 ; b) Regional Inter District Senior; c) Inter Region Under-19 one day and 3-day tournaments; d) Quaid-e-Azam Trophy Division I & II; e) Pentangular Cup; f) National One Day Tournament; f) Twenty20 domestic tournament; g) Patron's Trophy Grade II tournament; g) Inter-region Under-16 Tournament; and h) any other event organized or sanctioned by PCB from time to time

PCB's Operating Manual. The PCB's Official Operating Manual in force from time to time.

Match. (a) any four day match; (b) any One day match; (c) any Twenty20 match; or (d) any other Match organised, controlled or sanctioned by PCB from time to time to which the PCB deems it appropriate that the Code of Conduct should apply.

International Tour Match. Any Match played between a Domestic Team of any level against a representative side of a National Cricket Federation, invitational or guest team.

Judicial Commissioner. The independent person appointed by PCB's Chairman from the Pool of Adjudicators created by the Governing Board.

Level 1 Offence. Any of the offences described in Articles 2.1.1 – 2.1.8.

Level 2 Offence. Any of the offences described in Articles 2.2.1 – 2.2.12.

Level 3 Offence. Any of the offences described in Articles 2.3.1 – 2.3.3.

Level 4 Offence. Any of the offences described in Articles 2.4.1 – 2.4.4.

Match/allowance Fee. The designated match or allowance fee (which is to be used for the purposes of calculating sanctions in accordance with Article 7) of this *Code of Conduct*.

Match Referee. The independent person appointed by PCB (or any other relevant party) as the official match referee for a designated *Match*, whether such *Match Referee* carries out his/her functions remotely or otherwise.

Minimum Over Rate. As defined in Appendix 2 of this *Code of Conduct*.

Minimum Over Rate Offence. Any of the offences described in Articles 2.5.1 – 2.5.2.

Minor Over Rate Offence. As defined in Article 2.5.1.

National Cricket Federation. A national or regional entity which is a member of or is recognised by the ICC as the entity governing the sport of cricket in a country (or collective group of countries associated for cricket purposes).

Notice of Charge. As defined in Article 4.1 and/or Article 4.5.

Pakistan Cricket Board (PCB) means Pakistan Cricket Board established by the Federal Government vide S.R.O 64 (KE)/2007 dated 20 September 2007.

Player. Any cricketer who is selected in any playing squad that is chosen to represent any Regional, District, City, Club, invitational or guest side in a *Match* or series of *Matches*.

Player Support Personnel. Any coach, trainer, manager, selector, team official, doctor, physiotherapist or any other person employed by, representing or otherwise affiliated to a playing/touring team or squad that is chosen to represent a Regional, District, City, Department, Club, invitational or guest side(s) in a *Match* or series of *Matches*.

Regional Cricket Association means the Regional Cricket Association recognized by PCB.

Report. As defined in Article 3.1.

Serious Over Rate Offence. As defined in Article 2.5.2.
Code of Conduct.

Team Captain or Vice Captain. The official captain or vice captain of any team participating in a *Match*.

Team Manager. The official manager of any team participating in a *Match*.

Umpire. Any umpire (including any third or other umpires) appointed to officiate in a *Match*.

APPENDIX 2 – MINIMUM OVER RATE REQUIREMENTS, CALCULATION, REPORTING AND DISCIPLINARY PROCESS AND SANCTIONS

1. Minimum Over Rate

The minimum over rate to be achieved by the fielding team in all *Matches* shall be as set out in the playing conditions to the relevant *Match* (the “**Minimum Over Rate**”).

2. Calculating the Actual Over Rate

2.1 The actual over rate will be calculated at the end of each *Match* by those *Umpires* appointed to officiate in such *Match*.

2.2 In calculating the actual over rate for any *Match*, allowances will be given for the actual time lost as a result of any of the following:

2.2.1 treatment given to a *Player* by an authorised medical personnel on the field of play;

2.2.2 a *Player* being required to leave the field as a result of a serious injury;

2.2.3 all third *Umpire* referrals and consultations;

2.2.4 time wasting by the batting side (which may, in addition, constitute a separate offence pursuant to any of Articles 2.1.8, 2.2.11, 2.3.3 or 2.4.4 depending upon the context and seriousness of the incident); and

2.2.5 all other circumstance that are beyond the control of the fielding team.

2.3 In addition, the following time allowances will only be given in:

2.3.1 *Matches of more than one day duration*

(a) 2 minutes per wicket taken, provided that such wicket results in the subsequent batsmen immediately commencing his innings. For the avoidance of any doubt, no time allowance will be given for the final wicket of an innings or where a wicket falls immediately prior to any interval; and

(b) 4 minutes per drinks break taken (one per session).

2.4 Further:

2.4.1 **After the conclusion of a match of more than one day duration the Umpires and Match Referee will calculate the over rate taking into account all the time allowances described in the Article 2**

2.4.2 **After the conclusion of a One Day Match the Umpires and Match will calculate the over rate taking into account all the time allowances described in Article 2. If the team is bowled out within the time determined for that innings pursuant to the PCB's OD Playing Conditions, no sanction may be imposed in respect of a breach of the Minimum Over Rate.**

3. Procedure and Applicable Sanctions for Minimum Over Rate offence

- 3.1 Where the actual over rate is calculated by the *Umpires* as being equal to or in excess of the *Minimum Over Rate*, no further action shall be taken.
- 3.2 Where the actual over rate is calculated by the Referee and *Umpires* as being less than the *Minimum Over Rate in match of more than one day duration*, the Match Referee will impose a fine of Rs. 3000 for every over upto first 5 overs short of the Minimum over rate.
- 3.3 Where the actual over rate is calculated by the Referee and *Umpires* as being less than the *Minimum Over Rate in match of more than one day duration*, the Match Referee will impose a fine of Rs. 6000 for every over more than 5 overs short of the Minimum over rate.
- 3.4 Where the actual over rate is calculated by the Referee and *Umpires* as being less than the *Minimum Over Rate in match of one day duration*, the Match Referee will impose a fine of Rs. 2500 for every over upto first 5 overs short of the Minimum over rate.
- 3.5 Where the actual over rate is calculated by the Referee and *Umpires* as being less than the *Minimum Over Rate in match of one day duration*, the Match Referee will impose a fine of Rs. 5000 for every over more than 5 overs short of the Minimum over rate.
- 3.6 Where the actual over rate is calculated by the Referee and *Umpires* as being less than the *Minimum Over Rate in Twenty20 match*, the Match Referee will impose a fine of Rs. 5000 for every over short of the Minimum over rate.
- 3.7 If a team is penalized due to slow over rate for 3 or more overs in a first class match and commits the same offence in any match of the same season, the Captain of the defaulting team will be banned for minimum one match of the remaining season.
- 3.8 If a team is penalized due to slow over rate for 2 or more overs in a One day or Twenty20 match and commits the same offence in any match of the same season, the Captain of the defaulting team will be banned for minimum one match of the remaining season. This ban may be extended to the subsequent season.
- 3.9 Once the *Match Referee* has established whether this is a repeat offence in the same format of the game within the same season then the Captain of the defaulting team will be banned for up to 5 matches. This ban may be extended to the subsequent season.