

TRINIDAD AND TOBAGO CRICKET BOARD

Minutes of the Trinidad and Tobago Cricket Board, National Symposium on Cricket held on Sunday 26th September, 2010 at the Preysal High School, Preysal.

Present

Mr. Azim Bassarath, President, Trinidad and Tobago Cricket Board (TTCB)
Mr. Dave Cameron, West Indies Cricket Board (WICB) Representative
Mr. Dinanath Ramnarine, West Indies Players Association (WIPA) Representative
Mr. Dudnath Ramkessoon, Trinidad and Tobago Cricket Board (TTCB) Representative
Mr. Vidia Ramphal, Media Representative
Mr. Omar Khan, Corporate Representative
Mr. Andre Baptiste, Moderator

1.0 Opening

Mr. Arjoon Ramlal opened the meeting at 9.50 am. He introduced Mr. Andre Baptiste, as the moderator for the proceedings.

2.0 TTCB President's Address

Mr. Bassarath, President of the TTCB welcomed the gathering and established the framework for the symposium highlighting the need to gauge feedback on issues affecting the development of the sport. This would form the basis upon which the Board can better plan and manage its affairs.

He emphasized the financial and administrative hardships being experienced by clubs. He further suggested the following:

1. Government intervention by means of awarding maintenance contracts to clubs for the upkeep of the facilities, which would provide some form of sustained financing to the clubs.

3.0 Presentations

3.1 Mr. Dudnath Ramkessoon (TTBC Representative)

Performance overview of the Trinidad and Tobago Cricket Board

PRESENTATION SUMMARY	<p>Mr. Dudnath Ramkessoon gave a historical summary of the Trinidad and Tobago Cricket Board (TTCB) to give members an appreciation of its achievements over the past 30 years. There was also an indication of the various programmes /projects which the organization has undertaken and an emphasis of the need to strengthen various areas. Namely;</p> <ol style="list-style-type: none">1. Strengthen Network partnerships with internal and external stakeholders and affiliate including Tobago2. Improving Quality Standards in both Administrative and Sporting areas3. Maximize the application of Information and Communication Technology (ICT)4. Continued Development of Youth Programmes <p>With respect to future initiatives of the TTCB, Mr. Ramkessoon emphasized the need for the TTCB to stay true to its Mission Statement.</p>
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3.2 Mr. Vidia Ramphal (Media Representative)
An unbiased view of West Indian Cricket as it relates to on the field quality, cricket administration and stakeholder relationship

<p>PRESENTATION SUMMARY</p>	<p>Mr. Ramphal emphasized the role of the media as being one of impartiality and objectivity.</p> <p>In light of this, he indicated, if the West Indies team is performing poorly the media cannot report anything but the like. He highlighted various issues relating to management and quality standards as follows:</p> <ol style="list-style-type: none">1. Decline in team fitness and morale (loss of fighting spirit) (Poor performance of the team)2. A lack of “SAFETY NETS” as it were to manage the career risks involved for players. A situation which threatens their livelihood outside of the game.3. The introduction of a Media Officer to represent the TTCB in order to get information to media efficiently.4. Management Performance issues of the West Indies Cricket Board indicative by the following:<ol style="list-style-type: none">1. A lack of succession planning,2. Reduced competitiveness of the game resulting in a lack of corporate sponsorship interest Inability to adjust to environmental changes proactively3. Lack of proper Support and Development Facilities <p>If Quality Standards are implemented throughout the organization, this will clearly improve the competitiveness, vibrancy and succession of the sport.</p>
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3.3 Mr. Dinanath Ramnarine (West Indies Players Association - WIPA) Roles and Responsibilities of the West Indies Players Association

PRESENTATION SUMMARY	<p>Mr. Ramnarine explained that the relationship between the WIPA and WICB is based on the Collective Bargaining Agreement and a Memorandum of Understanding (MOU). In this aspect any decisions and actions taken by each entity is guided by these agreements.</p> <p>He listed the following as being some of the activities undertaken by WIPA.</p> <ol style="list-style-type: none"> 1. Reviewing contractual agreements of players with the WICB. 2. Providing legal advice to players concerning recruitment by international agencies. 3. Providing financial advice to prepare players for a life after cricket.
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4.0 Open Forum 1

<i>Issue</i>	<i>Raised By</i>	<i>Respondent</i>	<i>Response /Answer/Indication</i>
Poor Planning of W.I. Tours	Mr. Sham Ramkessoon	Mr. Ramnarine	<p>Reasons given were:</p> <ul style="list-style-type: none"> • Players enter contracts which WIPA is not aware off. • Last minute negotiations between WICB & WIPA • WIPA tries to address agreements sent to them with urgency
Introducing Girls Hard Ball Cricket into the School System	Mr. Clarke	Mr. Dudenath	<ul style="list-style-type: none"> • The TTCB is aware that integration of women's and men's cricket is important and discussions have been ongoing and is scheduled to be finalised by October 2010. • The TTCB is engaged in discussions and plans for expansion next year

Integrating W.I. C. History into CXC Caribbean Studies		Mr. Cameron	West Indies Cricket is a major course offered at the University of the West Indies. However, the suggestion would be taken up for discussion
Absence of Young Minds on executive boards	Mr. Franky Khan	Mr. Cameron	Longest serving member is 8 years.
Strategies to attract players	Mr. Osman Ali	Mr. Ramkessoon	<ul style="list-style-type: none"> • Development seminars are conducted • Personnel have been assigned to clubs to develop structures unique to each club • Club loyalty is an ongoing issue that surfaces from developing clubs. Many clubs have voiced the complaint of developing players, who later leave to register with other clubs. The TTCB is currently conducting discussions on how clubs can be compensated for players leaving and as well as strategies to retain players loyalty.
Influence of cricket officials on match outcomes	Mr. Osman Ali	Mr. Ramkessoon	<ul style="list-style-type: none"> • Reports of officials influencing the outcomes of games should be reported immediately
Delays in Media Releases	Mr. Osman Ali	Mr. Ramphal (Media Rep)	<ul style="list-style-type: none"> • Condensing lengthy documents to fit into news time is a challenge • Confirming accuracy of information is time consuming
WICB Training and Development Philosophy	Mr. Dexter Cyrus	Mr. Cameron	<ul style="list-style-type: none"> • WICB can only support high performance “best of the best” players

			<ul style="list-style-type: none"> • TTCB must develop high performance players
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WICB Fitness Protocol	Mr. Dexter Cyrus	Mr. Cameron	<ul style="list-style-type: none"> • WICB has a fitness protocol that players are subjected to follow. This information was sent out via the media.
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Falling Player Performance		Mr. D. Ramnarine	<ul style="list-style-type: none"> • The WICB and WIPA have set standards. • The next step is getting the right training personnel and programmes that would create high performance
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Development of Curators		Mr. D Ramkessoon	<ul style="list-style-type: none"> • Training courses were conducted by Mr. Baldath Mahabir and this initiative is ongoing.
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Holistic Development of Captains	Mr. Tony Grey	Mr. Cameron	<ul style="list-style-type: none"> • Leadership Courses incorporated in the Sagicor's High Performance Centers programmes.
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Effectively Utilising the Experience of Past Players	Mr. Tony Grey	Mr. Cameron	<ul style="list-style-type: none"> • This matter would be discussed with the President of the WICB, Mr. Ernest Hiliare.
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Media Officer	Mr. Andrew Hirst		<ul style="list-style-type: none"> • Agreed with the suggestion made by Mr. Ramphal to introduce position of a Media Officer to represent the TTCB.
Cricket viewed as a Tourism Development			<ul style="list-style-type: none"> • The approach to market cricket within the tourism portfolio
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Politics of Cricket	Mr. Tarandath Sammy	Mr. Cameron	<ul style="list-style-type: none"> • The Board's finances were drained after the world cup which resulted in development being put on a standstill for one year.

		Mr. Ramnarine	<ul style="list-style-type: none"> Need for constant dialogues with WIPA and WICB for effective decision making.
WIPA and WICB Adversary Relationship	Mr. Ellis Lewis	Mr. Ramnarine	<ul style="list-style-type: none"> An adversary relationship exist, however it is hoped that the new Memorandum of Understanding (MOU) should create a grounds for both parties to develop a better relationship.
Grievance Procedures	Mr. Ellis Lewis	Mr. Ramkessoon	<ul style="list-style-type: none"> There is a system in place for players to discuss any situation that has occurred on tours.
Implementation of a Strategy Plan for the TTCB	Mr. Ellis Lewis		<ul style="list-style-type: none"> Suggestions : <ul style="list-style-type: none"> ~ the TTCB needs to have a strategic plan properly implemented. ~ attention needs to be directed to Match Referees

5.0 Presentations

5.1 Mr. Omar Khan (Corporate Representative) Corporate Social Responsibilities

PRESENTATION SUMMARY	<p>Corporate Social Responsibility is the decision making and implementation of processes that guide companies activities. In this observation by Mr. Omar Khan he stated that cricket is “Big Business”. The industry which the WICB and TTCB exist in is the sporting world and in order to survive they are to adapt to changes in the environment.</p>
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	<p>Mr . Khan pointed out the following:</p> <ol style="list-style-type: none"> 1. Sponsorship is viewed as a mutually beneficial relationship. 2. Management needs to be able to adapt to changes in the industry. 3. Educate clubs on the professional approach taken when trying to obtain sponsorship. 4. Educate the players on roles of their representation of the sponsor. 5. Accountability and Structure
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**5.2 Mr. Dave Cameron (Vice President, West Indies Cricket Board)
Development Process**

<p>PRESENTATION SUMMARY</p>	<p>Mr. Cameron highlighted development progress and concerns in the following areas:</p> <ol style="list-style-type: none"> 1. Institutional Strengthening- <ol style="list-style-type: none"> a) In keeping with restructuring initiatives the HR aspects has been on stream as of July 2010, with emphasis on of proactive approaches to mitigate changes within the climate the TTCB operates. b) A comprehensive Injury Management System was implemented which lays the foundation for Improvements in Prevention, Care and Monitoring of medical issues as it relates to athletes. c) Corporate funding- Mr. Cameron welcomed the move by the BCCI, to ensure Sporting Organizations mutually benefit from the financial progress of its members, so as to ensure its survival. d) Mr. Cameron further highlighted the need for better incentives and rewards for athletes so as to encourage performance. <p>Mr. Cameron also echoed the sentiments of Mr. Dudenath with respect to the need for Strengthening Network partnerships with internal and external stakeholders and affiliate including Tobago</p> <p>Marketability- there is a need to be more innovative in order to</p>
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	<p>realize Quality Standards in all aspects of administration and sport to ensure the vibrancy and competitiveness of the sport is elevated for future generations.</p> <p>Corporate responsibility of Businesses in relation to sponsorship.</p>
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6.0 Open Forum 2

<i>Issue</i>	<i>Raised By</i>	<i>Respondent</i>	<i>Response /Answer/Indication</i>
Women's Integration	Ms. Majorie Thomas	Mr. Cameron Mr. Bassarath	<ul style="list-style-type: none"> • There is a mandate for all territorial boards to integrate women's cricket. • The integration of men's and women's cricket is scheduled to be finalised by October 31st, 2010.
Insufficient Stipends for T&T Women's Team on tour.	Ms. Majorie Thomas	Mr. Bassarath	This issue was recorded by Mr. Sammy and is due for discussion at the TTCB's Board meeting scheduled next week.
Adjustment in Tour Schedule for Women's Cricket	Ms. Majorie Thomas	Mr. Bassarath	<ul style="list-style-type: none"> • Request to move up the schedule of games. • To be discussed at the Board's meeting.
Matter of Lendle Simons	Mr. Andre Baptiste	Mr. Cameron	List of nominees were submitted and interviews were conducted.

<p>Umpires Development</p> <p>Policy and pathway – existence of documents concerning umpires.</p> <p>Is there an Umpire’s Manager at the WICB level?</p>	Mr. Peter Nero	Mr. Cameron	<ul style="list-style-type: none"> • There is a document that mandates the hire younger umpires. Recruitment of former players to be umpires. • The WICB has no Umpire’s Manager.
Mr. David Mowlah Baksh			
<p>Research on Past Players’ Activities that created 15 years of Dominance</p>	Mr. Tony Grey	Mr. Cameron	<ul style="list-style-type: none"> • There wasn’t any in-depth research done • Employing laws to generate performance. • Looking into certain regulations that restrict dominance.
<p>Physiological Evaluation of Players</p>	Mr. Tony Grey	Mr. D. Ramkessoon	The TTCB has programmes where psychological assistance is offered to players.
<p>Criterion used to choose two selectors and drop one after all three had failed.</p>	Mr. Ravi Manbodh	Mr. Cameron	WICB– everything is done through committees. In this case nominees were invited for interviews and then the selection was done.
<p>Building the Character of players.</p> <p>Are players character fit as they are skill fit?</p>	Mr. Brian Skinner	Mr. Cameron	WICB develops the best of the best through programmes.
<p>The new WIPA and WICB (MOU)</p>	Mr. Tony Grey	Mr. Cameron	The MOU isn’t particularly in WIPA’s favour It would be

being heavily weighted towards WIPA?			based on commercial value. There would be a partnership that benefits tournaments.
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	Mr. David Mowlah Baksh		
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Selection of Players for the Sri Lanka Tour	Mr. Andre Baptiste	Mr. Cameron	All players are eligible to play in the Sri Lanka tournament.
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Closing Statement

Dr. Sammy thanked everyone for participating in the symposium. He said that the feedback generated would assist to further development cricket.

The meeting ended at 2.20 pm.