

## **POINTS BASED SYSTEM**

### **GOVERNING BODY ENDORSEMENT REQUIREMENTS FOR MANAGERS**

#### **Background**

This document explains the criteria for football clubs to obtain Governing Body Endorsements for Tier 2 and 5 of the UK Border Agency points based system for football managers and first team coaches for the 2009/10 season.

#### **Consultation**

The following criteria have been agreed by the UK Border Agency following consultation between The FA, Premier League, Football League, Professional Footballers' Association, the League Managers' Association and the other Home Associations of The Scottish FA, The FA of Wales and The Irish FA.

#### **Duration**

The criteria will apply for season 2009/10 and will be effective from 1<sup>st</sup> May 2009 through to 30<sup>th</sup> April 2010. The criteria will be reviewed in early 2010 in order that revised criteria may be issued by the 1<sup>st</sup> May 2010 to operate for season 2010/11.

#### **Criteria for Clubs**

To be eligible to apply for a Governing Body Endorsement (GBE) and to become a Sponsor and issue Certificates of Sponsorship a club must be in membership of the Premier League or the Football League.

#### **Length of season**

For the purposes of the PBS, the playing season for this sport is from August to May. This may vary slightly from season to season depending on the arrangement of the first and last matches. Managers and first team coaches are not subject to transfer windows.

#### **Criteria for managers**

Governing Body Endorsements will be issued to managers and first team coaches of the highest calibre who are able to make a significant contribution in footballing terms to the development of the United Kingdom game at the highest level (i.e. clubs competing in the Premier Leagues and Football Leagues in England and Scotland, the Welsh Premier League and the Irish Premier League in Northern Ireland).

#### **Initial applications**

To be eligible for a Governing Body Endorsement under PBS:

Managers and first team coaches must have overall responsibility for first team selection. Joint or partial responsibility for first team selection does not meet the criteria. The manager or first team coach must also:

1. Hold a UEFA professional licence or equivalent; or
2. Have managed or coached in a professional league for at least two of the last five years; or
3. Have managed or coached an international team with a FIFA ranking of 70th or higher within the last five years.

#### **FIFA rankings**

There are currently 207 international teams listed in the official FIFA world rankings. Those countries which have regularly achieved a 70th placing or higher over a period of two years are regarded as nations who have competed regularly at a highly competitive international level and have managers or first team coaches of the highest standard who have contributed consistently to the achievement of that world ranking.

The FA will produce the aggregated two-year rankings list on a monthly basis when the official FIFA world rankings are published and those countries ranked 70th or above meet the criterion. The aggregated rankings can be obtained from TheFA.com. If clubs have any queries about the rankings they should contact The Football Association.

### **Length of issue**

Governing Body Endorsements should be issued for a period appropriate to the period of approval for sponsorship or the tier under which the application is being made, that is:

As a Sponsor – Tier 2 or Tier 5 – for 4 years.

#### Migrant Tier 2 Sport

Initial application – length of contract or up to three years maximum, whichever is the shorter period.

Extension application – length of contract or up to two years maximum, whichever is the shorter period. A second extension of a further two years is possible when the first extension is about to expire.

#### Migrant Tier 5 Sporting

Length of contract or up to 12 months, whichever is the shorter period. No in-country extensions are possible of more than a total period of 12 months. For example if a manager initially had six months approval he would be allowed to apply for an extension up to another six months. If a club wishes to continue to employ a manager beyond 12 months, the individual will have to return overseas to make a new application.

If stated in their Governing Body Endorsement requirements, governing bodies may endorse an individual for a shorter period than the employment contract e.g. a season. If this is the case, the individual must be made aware that their Certificate of Sponsorship and consequently entry clearance or leave to remain will be limited to the length of the endorsement and will not be for the length of the contract.

### **Extension applications**

If a club wishes to retain the services of a manager or first team coach, they should submit a new application before the work permit or Certificate of Sponsorship expires. If the criteria are satisfied, an endorsement will be issued for the period of their contract, up to a maximum of two years.

### **Change of employment**

A club wishing to sign a manager or first team coach from another United Kingdom club must submit an application to The Football Association. If the criteria are satisfied, a Governing Body Endorsement will be issued for the period of their contract, up to a maximum of three years.

### **Salary**

Clubs do not need to include details of a manager or first team coach's salary in the endorsement application.

### **Panels**

Where an application does not meet the published criteria, a club may request a panel to consider the manager or first team coach's skills and experience. In these cases, The Football Association will refer the club's evidence to an independent panel.

The panel will normally consist of representatives from the relevant football governing bodies together with up to three independent experts. The FA will endeavour to ensure there are no conflicts of interest between the independent experts and the applicant club. If the applicant club wishes to object to the

involvement of any of the independent experts it must do so in writing at least 24 hours before the panel hearing, explaining their reasons for the objection

The panel's terms of reference are:

- To consider whether the manager or first team coach is of the highest calibre.
- To consider whether the manager or first team coach is able to contribute significantly to the development of the game at the top level in the United Kingdom.

Full terms of reference and roles of the panel members and the club are available to attendees. The panel will make a recommendation to The Football Association whose decision will then be relayed to the club.

Clubs should note that, in respect of any application, there will only be one panel available (i.e. a panel and recommendation, followed by a decision). A club should therefore ensure that all evidence it wishes to present in support of its application is presented to the panel.

If the club has previously made an application that was unsuccessful at panel, a further panel cannot be requested for the same manager or first team coach during the season. For these purposes a season is deemed to run from 1 June until 31 May.

#### **Further information**

This guidance is available on the web sites of The Football Association ([www.thefa.com](http://www.thefa.com)), Premier League ([www.premierleague.com](http://www.premierleague.com)), Football League ([www.football-league.co.uk](http://www.football-league.co.uk)) and League Managers' Association ([www.leaguemanagers.com](http://www.leaguemanagers.com)).

#### **Contacts**

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