

## **POINTS BASED SYSTEM**

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

#### **Background**

This document explains the criteria for football clubs to obtain Governing Body Endorsements for Tiers 2 and 5 of the UK Border Agency Points Based System for Performance Managers for season 2012/13. This criteria has been put in place to cover roles that include the following tasks, as denoted by the UK Border Agency:

- Coaching teams, by demonstrating techniques and directing training and exercise sessions
- Controlling discipline and recruiting ancillary staff such as coaches or physiotherapists
- Monitoring/analysing technique and performance, determining how future improvements could be made

#### **Consultation**

The following criteria have been agreed by the UK Border Agency following consultation between The FA, Premier League, Football League, Professional Footballers' Association, 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 2012/13 and will be effective from 1<sup>st</sup> August 2012 through to 30<sup>th</sup> April 2013. The criteria will be reviewed in early 2013 in order that revised criteria may be issued by 1<sup>st</sup> May 2013 to operate for season 2013/14.

#### **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 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. Performance Managers are not subject to transfer windows.

#### **Criteria for Performance Managers / Conditioning Coaches**

Governing Body Endorsements will be issued for Performance Managers 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 League and Football League in England and Scotland, the Welsh Premier League and the Irish Premier League).

#### **Initial applications**

In order to qualify for a Governing Body Endorsement for roles such as Performance Managers, the post holder is expected to have responsibility for the following activities:

- Provide effective leadership to the Performance team to support the strategic performance needs of the club;
- Provide expert performance advice reporting to the Manager and Board on all performance matters;

- Working and improving on the strength and conditioning of the First Team Squad;
- Manage the key Fitness, Performance and Sports Science staff ;

In addition, the role may include the following activities:

- Oversee the key areas of Scouting, Player Fitness, Player Performance analysis and Sports Science;
- Oversee the analysis of data from Prozone or similar systems;
- Oversee the physical development of players at the club;
- Advise players on nutrition and diet;
- Diagnose, design, implement and oversee Injury prevention programmes for players with specific injuries.
- Oversee the rehabilitation of all injured players and preparing them for a return to first team training;
- Identifying, designing and developing Muscular Testing Technology;
- Identifying, designing and developing Cardio Vascular Testing Technology;
- Talent Identification from the Elite Development Group, assessing when they are ready to join up with the First Team Squad.

A job description for the role should be submitted with the application.

To be eligible for a Governing Body Endorsement, the individual must also:

1. Hold a first degree or Masters in Sports Science or related discipline; and
2. Have been employed as a Performance Manager for at least five years at a recognised senior professional club or association or have five years appropriate experience in similar elite sports;

### **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 three years maximum, whichever is the shorter period. A second extension of a further three 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 Performance 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 Performance Managers/ Conditioning 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 three years.

### **Change of employment**

A club wishing to employ a Performance Managers/ Conditioning Coaches 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 need to include details of a Performance Manager'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 individual'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 that 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 Performance Manager is of the highest calibre.
- To consider whether the Performance Manager 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 the 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 individual 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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