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**The
Football
Association
of Wales**



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Governing Body Endorsement Requirements for Tier 2 and Tier 5 – Managers & First Team Coaches

The Football Association of Wales (FAW) outlines the criteria that will apply to football managers / coaches wishing to be employed in Wales under the Tier 2 and Tier 5 provisions of the Points Based System.

UK Border Agency is aware that, although few applications have ever been made for managers or first team coaches, the criteria set out below have operated for a number of years and are already being applied for season 2008/09:

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 2009/2010 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 and The Irish FA.

Duration

The criteria will apply for season 2009-10 and will be effective from 1st May 2009 through to 1st May 2010. The criteria will be reviewed in early 2010 in order that revised criteria may be issued to operate prior to the 2010/11 season.

Criteria for Clubs

To be eligible to apply for a Governing Body Endorsement and to become a Sponsor and issue Certificates of Sponsorship a club must be in membership of the Premier League or the Football League or the Welsh Premier League. Clubs below the Football League are not eligible to employ managers under the PBS.

Length of season

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:

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:

- hold a UEFA professional licence or equivalent; or
- have managed or coached in a professional league for at least two of the last five years; or
- 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 202 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 the contact given at the end of this document. If clubs have any queries about the rankings they should contact The FAW.

Length of issue

Governing Body Endorsements will 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 3 years maximum, whichever is the shorter period

Extension application – length of contract or up to 2 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 player 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 player beyond 12 months, the individual will have to return overseas to make a new application.

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 Governing Body Endorsement (GBE) criteria are satisfied, a GBE will be issued for the period of their contract, up to the maximum period appropriate for the tier under which the application is being made.

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 FAW at the address given at the end of this document. If the criteria are satisfied, a GBE will be issued for the period of their contract, up to the maximum period appropriate for the tier under which the application is being made..

Salary

Clubs do not need to include details of a manager's or first team coach's salary in the Governing Body 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. If a club requests a panel, the FAW 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 FAW 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 of Wales whose decision will then be relayed to the club. The details of the voting will not be disclosed. Each member of the Panel will provide written reasons for their own decision to the Secretary of the Panel. A positive vote is required to approve an application (e.g. 4-2, 5-1 or 6-0).

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.

Fees.

An administration fee of £500 plus VAT will be charged for each application for a GBE

The costs of an application that is referred to a panel will be £1,000 plus VAT to cover the fees and travel of the independent experts. The costs of the representatives of the FA, League and PFA will be met by their own organisations. Each club will meet its own cost of appeal.

Leave to Remain/Visas

The FAW is not registered to give advice on immigration. Information on aspects of immigration policy and law can be found on the UK Border Agency's website www.ukba.homeoffice.gov.uk. Clubs are advised to allow sufficient time for entry clearance to be granted. The time needed to obtain entry clearance may vary

depending upon where the player is applying for entry clearance. Service standards are set out for each overseas post on the UKBA website www.ukvisas.gov.uk/en/aboutus/customerservicestandards. This site also contains a Guide to visa processing times for specific overseas posts.

Further information

This guidance is available on the web sites of The Football Association of Wales (www.faw.org.uk), The Football Association (www.thefa.com), Premier League (www.premierleague.com), Football League (www.football-league.co.uk) and League Managers' Association (www.leaguemanagers.com). For more information please visit the UK Border Agency Website at <http://www.bia.homeoffice.gov.uk/> or contact:

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