



# Premier Soccer League Rules and Regulations

as amended by the Board on the 7th of March 2015





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 **Castle Lager Premier Soccer League**

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### ORDER 1: APPLICATION AND INTERPRETATION

- 1.1 PSL: Means “PREMIER SOCCER LEAGUE” which is a universitas at Law as defined in its Statutes and a member of the Zimbabwe Football Association (ZIFA)
- 1.2 These Rules may be cited as the Premier Soccer League (PSL) Rules and Regulations 2015 as amended.
- 1.3 These rules shall apply to all Disciplinary Proceedings of the Premier Soccer League (hereinafter referred to as the PSL) and shall cover all procedural and substantive matters as covered by the PSL Statutes (hereinafter referred to as the Constitution).

### 1.4 GENERAL

#### DEFINITIONS:

- 1.4.1 In these Rules and Regulations the following terms shall (unless the context otherwise require) have the following meaning:-
- 1.4.2 Congress - Is the Supreme and legislative body of PSL
- 1.4.3 General Secretariat - Is the administrative body of PSL
- 1.4.4 Emergency Committee – The Committee set up in terms of Article 40 of the PSL Statutes
- 1.4.5 Appeals Committee – means the Appeals Committee set up in terms of Article 54 of the ZIFA Constitution.
- 1.4.6 Disciplinary Committee - means a Committee set up in terms of Article 49 of the PSL Statutes
- 1.4.7 Ethics Committee - means a Committee set up in terms of Article 50 of the PSL Statutes
- 1.4.8 Season – means the period of the year commencing on the date of the first league match and ending on the date of the last official match as decided by the PSL Board of Governors.
- 1.4.9 Closed Season – means the period of the year outside the playing season.
- 1.4.10 Sponsorship – means any financial support that is secured by the PSL for its activities and programmes.
- 1.4.11 Club – means any member of PSL as defined in Article 17 of the PSL Statutes.
- 1.4.12 Home Team or Home Club – means the team hosting or deemed to be hosting any particular match.
- 1.4.13 Player – means a football player registered with ZIFA to participate in all PSL sanctioned matches.
- 1.4.14 Where anything is required by these rules for the purposes of Disciplinary and other legal procedures to be done within a particular number of days, Saturday and Sunday or Public Holidays shall not be recognised as part of such period.

## **1.5 THE LEAGUE**

- 1.5.1 The name of this combination of Association Football Clubs shall be called the “Premier Soccer League” to which may be added the name of the Title Sponsor.

## **1.6 MEMBERSHIP**

- 1.6.1 The League shall consist of leading clubs in Zimbabwe that have been accepted by the Congress as members not exceeding 16 in number.
- 1.6.2 Each member Club shall on request give to the League the address of its physical registered office and shall provide to the League:
- a. Its constitution;
  - b. The names of its Board Members, Technical Staff, Administrative Staff;
  - c. Its articles of association;
  - d. Audited financial statements for the previous year.
  - e. Rights/permission to use its nominated stadium.
  - f. Any changes to the above.
- 1.6.3 Membership of the league to those promoted is qualification on sporting merit and payment of affiliation and subscription fees. For existing Clubs this will be based on written confirmation and payment of annual subscription fees. Each club accepts and agrees to be bound by:
- 1.6.3.1 The PSL Statutes
  - 1.6.3.2 The Rules and Regulations of the PSL
  - 1.6.3.3 The ZIFA Statutes, Rules and Regulations
  - 1.6.3.4 The CAF and FIFA Statutes
  - 1.6.3.5 The Laws of the Game

## **ORDER 2: PLAYER CATEGORIES**

- 2.1 Players affiliated to the League are either amateur or professional players.
- 2.2 Players who have never received any remuneration other than reimbursement of their actual expenses incurred during the course of their participation in or any activity connected with association football are regarded as amateurs.
- 2.3 Travel and hotel expenses incurred through involvement in a match and the costs of player’s equipment, insurance and training may be reimbursed without jeopardizing a player’s amateur status.
- 2.4 Any player who received remuneration in excess of the amount stated under these regulations in respect of participation in or any activity



connected with association football shall be regarded as a professional unless he has re-acquired the amateur status.

- 2.5 The registration of an amateur player shall be valid only for the season in which the registration form is signed.
- 2.6 An amateur player's registration shall expire at the end of the season for which he is registered, which for the purposes of this rule, will be deemed to be within four (4) days of the club's last match of the season. After this date, the player shall be free to sign with another club for the following season, after having obtained a clearance certificate from his existing club. In the event of his existing club failing to furnish the player with such clearance, then the player may apply to the CEO of the League to be declared a free agent. The existing club shall only be entitled to compensation for his training and development as is provided in these **regulations**.

### ORDER 3: PROFESSIONAL (NON-AMATEUR PLAYERS)

- 3.1 Every player designated as professional (non-amateur) shall have a written contract with the club employing him, he shall be provided with a duly certified copy of the contract upon thereof by the club that signs him.
- 3.2 Such contracts shall be financial contracts concluded for a minimum duration of one year, a maximum duration of five years, or any other period as prescribed by the FIFA Regulations on Transfer of players.
- 3.3 A copy of these contracts shall be provided to the League in a sealed envelope attached to the registration form having been signed and upon demand, made available to ZIFA or FIFA. The said sealed envelope containing the contracts may be opened only in the presence of the Chief Executive Officer, or a person or sub-committee designated by the League.
- 3.4 If the parties agree to terminate a contract before the stipulated date, they shall notify the Chief Executive Officer of the League thereof in writing within 14 days of the agreement having been reached.
- 3.5 No club may enter into a contract with a player who is a minor unless he is assisted by either a parent or a guardian. Such consent shall be evidenced by the parent or guardian countersigning the said contract, which will be invalid in the absence of such countersignature. A player who has not yet reached his eighteenth birthday may sign a contract as non-amateur only for a period not exceeding three years.
- 3.6 For the purposes of these **regulations**, a minor shall mean a player who has not attained his eighteenth birthday.

### ORDER 4: FOREIGN PLAYERS

- 4.1 A foreign player is any player who is not eligible to represent Zimbabwe in terms of the statutes of **FIFA**.
- 4.2 Notwithstanding, the definition of a foreign player in **regulation 4.1** above, a foreign player who has obtained permanent residence in

terms of the Immigration Act, or similar legislation, or a foreign player who has been granted refugee status in accordance with the applicable laws of the Republic of Zimbabwe, shall not be regarded as a foreign player for the purpose of these **regulations**.

- 4.3 No club may sign or register more than five foreign players during the course of any particular season, even if previously registered foreign players are de-registered during the course of the season. A club may only field 3 foreigners in any competitive matches organized by PSL and ZIFA.

### ORDER 5: REGISTRATION OF PLAYERS

- 5.1 Before the commencement of each season each club must register with the PSL a list of all players belonging to that particular club and which players will be used by the said club for that particular year. The registration forms should be in duplicate distributed as follows: one form for PSL and one for ZIFA.
- 5.2 Without derogating from paragraph 5.1 above, the League General Secretariat may set a deadline by which the aforesaid list of players has to be submitted to the PSL.
- 5.3 In submitting the aforesaid list, every club is obliged to provide the PSL with two copies of a written contract between the player and the team. Such contract is an undertaking by the player to provide his service to the club during that particular season. All contract pages must be initialled and signed by both parties.
- 5.4 The PSL shall prescribe a fee to be paid by each club in respect of the registration of each particular player.
- 5.5 Each club shall be obliged to pay the registration fee prescribed by the PSL in respect of the registration of each particular player.
- 5.6 Any player that participates in any PSL match with the full knowledge that he is not registered shall be guilty of bringing the game of football into disrepute and shall be the subject of a Disciplinary Hearing.
- 5.7 Any team that seeks transfer of a player from another club shall notify the team to which that player is registered with before approaching the player.
- 5.8 All players registered with PSL may only be transferred from one PSL registered club to another PSL registered club if such transfer has been declared and approved by the General Secretariat in terms of the transfer rules and regulations.
- 5.9 Any dispute involving teams or a player in connection with the transfer of player including the following:-
- 5.9.1 Dispute over the transfer fee:
  - 5.9.2 Dispute pertaining to a team's refusal to transfer a player who requests shall be referred for a compulsory arbitration by the ZIFA's Dispute Resolution Chamber / ZIFA Player Status Committee.
  - 5.9.3 Players registered with a PSL Club may be transferred to a Club in another league under the jurisdiction of ZIFA only upon notification to

the General Secretariat. Any dispute arising between Clubs in respect of any such transfer shall be referred to, and shall be dealt with in terms of the Rules and Regulations on the transfer of players.

- 5.10 All transfers of players who are members of a PSL registered club to a club outside Zimbabwe shall be attended to by ZIFA who shall be advised by PSL when such transfers require to be negotiated and they shall be concluded by ZIFA according to the appropriate provisions in the ZIFA Statutes and its Rules and Regulations and the FIFA Transfer Matching System (TMS).

### ORDER 6: PLAYER ELIGIBILITY

- 6.1 Every player shall be properly registered according to the procedures for registrations and transfers contained in **Order 6** hereof before he may play or be named on the team sheet in any match of the league.
- 6.2 Eligibility to play shall be granted to a player who fulfils one of the following conditions:
- 6.2.1 If a player in question has never previously been registered with a club belonging to any national association; such player must depose an affidavit stating that he truly has never signed a football contract with any club.
- 6.2.2 If a player in question is transferred from one club to another within ZIFA in accordance with these **regulations** and holds a club transfer certificate.
- 6.2.3 If a player in question is transferred from a club in a foreign national League to a club in the League and ZIFA holds an international transfer certificate issued by the national association releasing the player.
- 6.2.4 If a player in question has not been found to have breached his contract without just cause or sporting just cause;
- 6.2.5 If a player in question is not subject to any sport sanctions imposed by the Disciplinary Committee acting in accordance with these regulations; and
- 6.2.6 If the player in question is not subject to disciplinary measures regarding the period he played for the club he now wishes to leave.
- 6.3 The foregoing provisions are without prejudice to cases in which FIFA, CAF, ZIFA or the League specifically authorize temporary eligibility/
- 6.4 Licences must always be available for inspection by the referee prior to the match. No player shall be allowed to participate in an official match without a licence. The referee shall demand to see all players' licences in the presence of both teams' representatives and in the presence of the respective players, prior to the commencement of the match.
- 6.5 It shall be misconduct for a club to field a player without a licence and/or failing to make licences available for inspection prior to the match. A club found guilty of either of these offences shall be liable to a fine or disciplinary hearing.



### ORDER 7: CONTRACTS, CLEARANCES AND TRANSFERS

- 7.1 Clubs shall advise the League by registered post by the 15<sup>th</sup> of January of each year, of the names of the players under contract to them.
- 7.2 A professional player shall be free to conduct a contract with another club if:
  - 7.2.1 His contract with his present club has expired and he has attained the age of 23; or
  - 7.2.2 His contract with his present club has been rescinded by one party or the other for valid reasons;
  - 7.2.3 His contract with his present clubs has been rescinded in writing by both parties after mutual agreement.
- 7.3 A player may not enter into a contract with a different club for the same period of time. In such event, the player shall be placed under suspension immediately by the Premier Soccer League upon notification to the Chief Executive Officer by one of the clubs concerned. Such suspension shall only be lifted:
  - 7.3.1 By agreement between the relevant parties;
  - 7.3.2 Where one of the contracts is lawfully cancelled; or
  - 7.3.3 The dispute is determined by the Dispute Resolution Chamber / ZIFA Players status Committee in accordance with these **regulations**.
- 7.4 A Club wishing to engage the services of a player who is at present under contract with another club shall, before commencing any negotiations with that player shall be obliged to inform his present club in writing of its interest. The player concerned shall also be obliged to inform his present club in writing of the club's interest.
- 7.5 Any violations of **regulations 7.4** shall be subject to the penalties contained within the **regulations** of the League as well as the relevant rules as contained in the FIFA Regulations on the Status and Transfer of Players.
- 7.6 Players and clubs are forbidden from using the services of non-licensed Players' Agents.
- 7.7 The ban stipulated in paragraph 7.6 above does not apply if the agent acting on behalf of a player, sibling or the spouse of the player in question or if the agent acting on behalf of the player or club is legally authorized to practice as a lawyer in compliance with the rules in force in his country of domicile.
- 7.8 If a contracted professional player concludes a contract with a new club, his former club may claim a transfer fee. Such transfer fee shall be agreed between the clubs.
- 7.9 The transfer of a contracted player from one club to another shall be in writing, and shall be signed by or on behalf of the clubs, and by the player concerned subject to the provisions of Order 6 above. It shall be necessary for the club from which he is being transferred to provide an official unconditional clearance certificate and for the player's new club to register him officially.
- 7.10 A club may grant a contracted player a fee transfer by agreement in such event that club shall furnish a clearance certificate for the purposes of registration with a new club.



- 7.11 A contracted player may be placed on a transfer list.
- 7.12 A contracted player who has been transfer listed shall be entitled to receive payment in accordance with his contract of employment, provided the player fulfils or tenders fulfilments of his obligations in terms of his contract of employment.
- 7.13 A club may request a transfer fee from another club wishing to engage the services of a transfer-listed player. Such fee shall be agreed between the transferring club and the transferee club.
- 7.14 A contracted player who has reached the age of 23 and whose contract has expired is entitled to a clearance certificate without a transfer fee or compensation being payable.

### ORDER 8: INTERNATIONAL TRANSFERS

- 8.1 An amateur or professional player registered with a club within a foreign national association may not be registered with a club within the League unless ZIFA has received an International Transfer certificate issued by the national association through the Transfer Matching System, which the player wishes to leave.
- 8.2 Only ZIFA shall be entitled to request the necessary international transfer certificate, after having been asked to do so by the club through the Transfer Matching System.
- 8.3 Any clause or reference to any particular club contained in or appended to the international transfer certificate shall be considered null and void.

### ORDER 9: TRAINING COMPENSATION FOR YOUNG PLAYERS

- 9.1 The calculation of compensation for the training of young players shall be dealt with in accordance with the provision of **schedule 1** hereto.
- 9.2 A player's training and education takes place between the ages of 12 and 23. Training compensation shall be payable, as a general rule, up to the age of 23 for training incurred up to the age of 21, unless it is evident that a player has already terminated his training period before the age of 21. In the latter case, compensation shall be due until the player reaches the age of 23, but the calculation of the amount of compensation shall be based on the years between 12 and the age when it is established that the player actually completed his training.
- 9.3 When a player signs his first contract as a professional, a sum of compensation shall be paid to the club(s) involved in the training and education of the player.
- 9.4 Compensation shall be paid each time a player changes from one club to another up to the time his training and education are complete, which, as a general rule, occurs when the player reaches 23 years of age.
- 9.5 The amount of compensation to be paid for training and education shall be calculated in accordance with the parameters set out in the FIFA Regulations on Transfer of Players, which shall also set out how the

compensation amount shall be allocated between the clubs involved in the training and education of the player.

- 9.6 When a player signs his first contract as a professional, or when a player moves as a professional at the end of his contract but before reaching the age of 23, the amount of compensation shall be limited to compensation for training and education, calculated in accordance with the parameters set out in the relevant regulations
- 9.7 If a player moves during the course of a contract but before reaching the age of 23, compensation for training and education shall be paid and calculated in accordance with the parameters set out in schedule 1. However, in the case of unilateral breach of contract, this provision is without prejudice to the application of the regulations contained in regulations 20 below.
- 9.8 If a link between the player and his former club cannot be established, or if the training club does not make itself known within two years of the player signing his first non-amateur contract, training compensation is paid to the National Association of the country where the player was trained. This compensation shall be earmarked for youth football development programmes in the country in question.
- 9.9 No training compensation shall be payable when a player over the age of 23 changes clubs.
- 9.10 Only clubs and players are entitled to compensation as defined under these regulations.

### **ORDER 10: MAINTENANCE OF CONTRACTUAL STABILITY**

- 10.1 In the case of all contracts entered into before the player's 28<sup>th</sup> birthday: if there is unilateral breach without just cause or sporting just cause during the first 3 years, sports sanctions shall be applied and compensation payable.
- 10.2 In the case of contracts entered into after the player's 28<sup>th</sup> birthday, the same principles shall apply but only during the first 2 years.
- 10.3 In the case cited in the preceding two paragraphs, unilateral breach of contract without just cause is prohibited during the season.
- 10.4 Unilateral breach without just cause or sporting just cause after the first 3 years or 2 years respectively will not result in sanctions. However, sports sanctions may be pronounced on a club and/ or a players' agent for including breach of contract. Compensation shall be payable.
- 10.5 A breach of contract as defined in the preceding paragraph is prohibited during the season.
- 10.6 The Dispute Resolution Chamber meetings are defined in these regulations may apply disciplinary measures if notice of the unilateral termination is not given in the 15 days following the last official match of the national season of the club with which the player is registered.
- 10.7 Unless specially provided for in the contract, and without prejudice to the provisions on training compensation laid down herein, compensation for breach of contract (whether by the player or the club), shall be determined by the Dispute Resolution Chamber and

shall be calculated with due respect to the law and the Constitution, the specificity of sport, and all objective criteria which may be relevant to the case, such as:

- 10.7.1 Remuneration and other benefits under the existing contract and/ or the new contract;
- 10.7.2 Length of time remaining on the existing contract (up to a maximum of 5 years)
- 10.7.3 Amount of any fee or expense paid or incurred by the former club, amortized over the length of the contract,
- 10.7.4 Whether the breach occurs during the periods defined in these regulations.
- 10.8 Other than exceptional circumstances, sports sanctions for unilateral breach of contract without just cause or sporting just case shall be applied: In the case of the player:
  - 10.8.1 If the breach occurs at the end of the first or second year of the Contract, the sanctions shall be a restriction of four months on his Eligibility to participate in any official football matches as from the beginning of the new season of the clubs' national championship.
  - 10.8.2 If the breach occurs at the end of the third year of the contract (or At the end of the second year if the contract was signed (after the age of 28). No sport sanction shall be applied unless there was failure to give appropriate notice after the last match of the season. In such a case the sanction shall be proportionate.
  - 10.8.3 In the case of aggravating circumstances, such failure to give notice or recurrent breach of contract, sport sanctions may be imposed for up to a maximum of six months.  
In the case of the club breaching a contract or inducing such a breach:
  - 10.8.4 If the breach occurs at the end of the first or second year of the contract, the sanction shall be a ban on registering any new player; either nationally or internally, until the expiry of the second transfer period following the date on which the breach became effective. In all cases, no restriction for unilateral breach of contract shall exceed a period of 12 months following the breach or inducement of the breach.
  - 10.8.5 If the breach occurs at the end of the third year of the contract was assigned after the age of 28), no sanctions shall be applied unless there was failure to give appropriate notice after the last match of the season. In such a case the sanction shall be proportionate.
  - 10.8.6 A club seeking to register a player who has unilaterally breached a contract during the periods defined in these regulations will be presumed to have induced a breach of contract.
  - 10.8.7 Without prejudice to the foregoing rules, other sports sanctions may be imposed by the Disciplinary Committee on clubs, where appropriate, and may include, but shall not be limited to fines, deduction of points and exclusion from competitions.
- 10.9 Appeals against such sanctions may be lodged with ZIFA in accordance with the Rules and Regulations of ZIFA.
- 10.10 In the case of a Player Agent involved in such a breach, sanctions can also be imposed by the ZIFA Disciplinary Committee in accordance



with regulations governing player transfers. Appeals against such sanctions may be lodged with ZIFA.

- 10.11 In addition to termination for just cause, it will also be possible for a player to terminate his contract for a valid sporting reason ("sporting just cause").
- 10.12 Sporting just cause will be established on a case-by-case basis pursuant to the Dispute Resolution Chamber / Player Status Committee procedure set out herein. Each case will be evaluated on its individual merits, taking into account all the relevant circumstances (injury, suspension, player's field position, player's age etc.). Furthermore, sporting just case shall be examined at the end of the football season and before expiry of the relevant registration period.
- 10.13 If sporting just cause has been established, it shall be determined whether compensation is payable and to what amount.

### **ORDER 11: SOLIDARITY MECHANISM**

- 11.1 If a professional player moves during the course of a contract, a proportion (5%) of any compensation, paid to the previous club will be distributed to the club(s) involved in the training and education of the player. This distribution will be made in proportion to the number of years the player has been registered with the relevant clubs between the ages of 12 to 14 years and (10%) for ages between 14 to 23 years.
- 11.2 Details of the distribution mechanism are set out in the Schedule including disciplinary measures to be imposed by the Players Status Committee in accordance with the regulations, in case of non-observance of the obligations set forth in the previous paragraph.

### **ORDER 12: REACQUISITION OF AMATEUR STATUS**

- 12.1 Any player who has been registered as a professional with a national association may not be reclassified as amateur until a period of 30 months has elapsed from the date on which he competed in his last match with the club with which he was last registered as a professional.
- 12.2 This period shall start as from the day the player competed in his last match with the club which he was registered as professional.
- 12.3 A club which a professional player has left shall not be entitled to any compensation from the new club with which the player has regained amateur status pursuant to these regulations.
- 12.4 If there is any doubt as to whether a player who has regained amateur status actually plays an amateur in his new club, the club with which he was registered before regaining amateur status may ask the CEO of the League to investigate the matter and, if necessary, to take appropriate action.
- 12.5 If, within three years of the date on which he regained amateur status, a player reverts to professional status, the club with which he was registered before regaining amateur status may ask the CEO or sub-committee appointed by the League Board of Governors to investigate whether any compensation is due pursuant to these regulations.



### ORDER 13: TERMINATION OF ACTIVITY

- 13.1 A professional player who stops playing competitive football shall remain registered as a player at the national association's club with which he was last employed for a period of 30 months.
- 13.2 The period shall begin as from the end of the season in which the player stops playing football.
- 13.3 The club of a non-amateur player who stops playing football upon expiry of his contract shall not be entitled to claim compensation of any kind from him.
- 13.4 If, within the period mentioned in **regulation 13.1** a non-amateur player who has stopped playing football wishes to start playing again with the same status, he shall remain registered with the club with which he was last employed, which shall be entitled to training compensation pursuant to **regulations**.
- 13.5 If the period mentioned in these regulations has elapsed, the club with which the player was last registered will no longer be entitled to any compensation.

### ORDER 14: LOANS

- 14.1 The loan of a player by one club to another constitutes a transfer and a loan clearance certificate must be issued by the transferring club, whenever a player leaves the transferring club to join the transferee club (for the purposes of this Rule, hereinafter referred to as "*the second club*") on loan.
- 14.2 The transferring club and transferee club shall enter into a written loan transfer agreement which shall be signed by authorised signatories of both clubs and counter signed by the player or, in the case of a guardian or player agent and which shall specify the dates upon which the loan transfer shall begin and terminate.
- 14.3 The second club shall then register the player in accordance with these **regulations** (including two copies of the player's contract with the second club) after which the player shall be eligible to play for the second club. The registration of the player shall only be for the period of the loan.
- 14.4 At the expiry of the loan period, the player shall no longer be eligible to play for the second club, and shall automatically rejoin the transferring club. In this regard, it shall not be necessary for the second club to issue a transfer certificate for the player to rejoin the transferring club.
- 14.5 Notwithstanding the provisions of **Order 6** above, the player shall be eligible to play for the transferring club immediately upon the transferring club informing the CEO of the League in writing of the player's return: Provided that such player shall only become eligible to play for the transferring club if he returns during the registration periods referred to in **Order 6.5**
- 14.6 In the case where a player, following a loan, is desirous of transferring to a third club, then the player can only transfer to such third club after

a period of 12 months as from the start of the (first) loan, and only with the consent of all parties concerned, in accordance with **Order 6**.

### **ORDER 15: RELEASES OF PLAYERS FOR NATIONAL ASSOCIATION REPRESENTATIVE MATCHES**

The following FIFA Regulations (and as amended from time to time) relating to the release of players for national association representatives matches shall apply:

#### **“Chapter XIII. Release of players for national association representative matches”**

1. *Clubs are obliged to release their players for representative teams of the country for which the player is eligible to play on the basis of his nationality, if he is called up by the association concerned. Any divergent agreement between a player and a club is prohibited.*

*This also applies to a club of a national association for any of its players who are nationals of the same national association, if they are summoned to play in a representative match.*

2. *This provision is binding for the matches listed in the coordinated match calendar. Additionally it is binding for any other match in respect of which the FIFA Executive Committee has taken a special decision*
3. *It is not compulsory to release players for friendly matches' schedules on dates outside the coordinated international match calendar.*
4. *The player shall also be released for the period of preparation, the extent of this period is laid down as follows:*
  - a) *For a friendly international match: 48 hours;*
  - b) *For a qualifying match for an international competition: 4 days (including the day of the match). The period of release shall be prolonged to 5 days if the match in question is held on a different continent from that on which the club is domiciled.*
  - c) *For the final competitions: 14 days before the first match of tournament. Any friendly matches played during this preparatory period do not count among the five international matches stipulated under part 2 (2), or the eight matches stipulated under part 3.*
5. *In any event, a player is obliged to arrive at the match venue at least 48 hours before kickoff.*
6. *The clubs and national associations concerned may, if desired, agree to extend the period of release. Where such an agreement has been made at the time of transfer of the player, a copy of it shall be attached to the international registration transfer certificate.*

7. Any player who has complied with the summons from his national association pursuant to this article shall resume duty with his club not later than 24 hours after the match to which he was summoned. This period may be 48 hours if the match took place on a different continent from that of the club with which the player is registered. The club shall be notified in writing of the player's expected outward and return journey ten days before the match. The national association shall ensure that the player returns to his club on time after the match.
8. If a player does not resume duty with his club by the deadlines stipulated in this article, the period of leave for his national association shall be shortened from the subsequent summons as follows:
  - a) For a friendly match : to 24 hours
  - b) For a qualifying match: to 3 days
  - c) For the final competition of an international competition: to 10 days

In the case of recurrent breach of this provision, the FIFA Players' Status Committee can impose appropriate sanctions, which may include but not be limited to:

- Fines
  - Reduction of the period of release
  - Interdiction of a summons to the subsequent match/ matches
9. A player shall not be permitted to remain with his national team in the interval between two matches for which he has been summoned if the interval is eight days or more.

#### Art. 37

1. Any club which releases a player pursuant to Art. 36 above shall not be entitled to financial compensation except that compensation agreed upon in the case of an extended period of release (of Art. 36, par. 5)
2. The national association summoning the player shall bear the costs of travel actually incurred by the player as a result of this summons.
3. The club with which the summoned player is registered shall be responsible for his insurance cover against illness and accident during the entire period of his release including insurance for injury sustained in the international match (or matches) for which he has been released.

#### Art. 38

1. As a general rule, any player registered with a club is obliged to respond affirmatively when called by the association of which he is a national to play for one of its representative teams.
2. A national association wishing to summon one of its players who is playing abroad must notify time in writing at least 15 days before the date of the match for which the player is required. The player's club



shall also be informed in writing at the same time. The club shall confirm the release of the player within the ensuring six days.

3. A national association which requests FIFA's help to obtain the release of a player playing abroad may do so only under the following two conditions:
  - a) The national association with which the player is registered must have been asked to intervene but without success.
  - b) The file must have been submitted to FIFA at least five days before the date of the match for which the player is needed.

#### Art. 39

A player who is unable to comply with a summons from the national association of which he is a national owing to injury or illness shall, if the association so required, agree to undergo a medical examination by a doctor of that association's choice.

A player who has been summoned by his national association for one of its representative teams shall, under no circumstances be entitled to play for the club with which he is registered during the period for which he has been release or should have been released, pursuant to Art. 36 above. This restriction on playing for the club shall, moreover, be prolonged by five days in the event that the player, for whatsoever reason, did not wish to or was unable to comply with the summons.

#### Art. 41

1. If a club refuses to release a player or neglects to do so despite the provisions of Art. 36 to Art. 40 above, the ZIFA Disciplinary Committee shall apply the following sanctions:
  - a) A fine
  - b) A caution, censure or suspension of the club involved
2. Any violation by a club of the restriction on playing mentioned under Art. 40 shall be subject to the following sanctions by the FIFA Players' Status Committee:
  - a. All or part of the sanctions mentioned in par. 1 above:
  - b. The national association to which the club belongs shall declare the match (or matches) in which the player took part as lost by the club concerned. Any points thus won by the club in question shall be forfeited. Any match contested according to the cup system shall be regarded as having been won by the opposing team, irrespective of the score.
3. If a player reports late for duty more than once, in addition to the consequences described in Art. 36, Par. 8, the FIFA Player's Status Committee may, ex officio or at the request of the player's club, impose additional sanctions on the player and/ or his national association."



### **ORDER 16: REGISTRATION OF HOME GROUND, TEAM COLOURS AND NUMBER OF TEAM OUTFITS AND DRESSING ROOM PROCEDURES.**

- 16.1 Every club shall before the commencement of each season register its Home ground in writing. The stadium must meet the following conditions subject to inspection by the ZIFA grounds committee;
  - a. A minimum sitting capacity of 5 000 spectators
  - b. A lease agreement between owner of the stadium and the club guaranteeing use.
  - c. Must have first aid and doping rooms
- 16.2 In addition to the official team outfits, each team shall be in possession of a spare, outfit (in colours contrasting with those of the official outfit) which shall also be taken to every match. The visiting team shall change in the event of there being a clash of colours and the onus shall be on such team to ensure to the home team's colours prior to the match.
- 16.3 If in the opinion of the referee the colours of the two opposing teams might lead to confusion, they shall be changed, using either the entire spare outfit or a combination of both. The home team will be entitled to wear the outfit of their choice – the visiting team will change.
- 16.4 The outfits of the two goalkeepers shall be in contrasting colours to those of the two teams.
- 16.5 Teams shall be required to inscribe the following on their playing jerseys:
  - 16.5.1 The Club's Sponsors name, if any, on the front of their jersey and the player's name and the initial if necessary, on the back of the jersey;
  - 16.5.2 The technical sponsor and club crest on the right and left breast of the front of the jersey respectively;
  - 16.5.3 The League logo and League sponsors on the left and right arm sleeve respectively;
  - 16.5.4 The above shall not exceed the accepted advertising standards as laid down by PSL Kit Advertising Regulations.

### **ORDER 17: STADIUM AND MATCH DUTIES AND OBLIGATIONS**

- 17.1 The Home Team shall ensure that at least 8 balls are available within the playing area just before and throughout the match. During matches played in the evening under floodlights the Home Team shall ensure that white-balls are provided.
- 17.2 Home Teams must ensure adequate and properly cleaned dressing room facilities for players and officials.
- 17.3 The Home Team must ensure adequate security before any match occurs.
- 17.4 The Home Team shall be responsible for the behaviour of its spectators before, during and after the match until the stadium and its immediate surroundings are cleared of all persons.

- 17.5 The Home Team shall ensure that grounds are properly and visibly marked with all flags and nets in their correct positions. Further the home team must ensure that there is no litter or dirt in the grounds.
- 17.6 In the event of any breach of peace occurring or any disturbance occurring within and among the spectators this shall be subject of a Disciplinary Hearing.
- 17.7 Any individual player, team or official who incites violence or who conducts himself in an ungentlemanly manner before, during and after the match shall be guilty of an offence and liable to be brought before the Disciplinary Committee for a hearing.
- 17.8 No player, Team Official, Match Commissioner, Referee, Assistant, PSL Official shall be allowed to engage in any betting or wagering of any kind with respect to the results of any particular PSL match.
- 17.9 No person shall bring alcohol into the stadium. The sale of alcohol is strictly forbidden in any stadium before, during and after the match. The home team shall ensure that no alcohol is brought into the stadium by any spectator; official or player. Any breach of such will result in a fine as prescribed in the Standing Orders. Repeat offenders shall be summoned to a disciplinary hearing.

#### **ORDER 18: MATCH FIXTURES**

- 18.1 Every club shall be obliged to honour every league fixtures as directed by the League General Secretariat.
- 18.2 Any club without just cause that fails to fulfil its fixture obligation in respect of any league match on the appointed date or dates shall be deemed guilty of brining the game of football into disrepute and shall be subject to a Disciplinary hearing.
- 18.3 The General Secretariat shall ensure that fixtures for games to be played are given to every team before the beginning of each season or half season.
- 18.4 No team shall engage in friendly or charity matches without the written consent of the League.
- 18.5 Clubs have no right or powers to change fixtures without the written approval of the League.
- 18.6 Official PSL League and Cup matches shall take precedence over all other said friendly or charity matches.
- 18.7 Before every match, teams must ensure that their players are properly registered in terms of these Rules and Regulations.
- 18.8 In cup tournaments, once a player has played for a particular team in that particular tournament, he cannot play for another team in the same tournament. Any team that uses such a player commits an offence and shall be subject of a Disciplinary Hearing. The offending team shall be disciplined in accordance with rules of the competition.
- 18.9 All league matches shall be arranged as soon as practicable prior to the commencement of the season. The copyright in all lists or arrangements of such fixtures shall be vested in the PSL.

- 18.10 All league matches shall unless re-arranged with the approval of the PSL be played on the dates scheduled.
- 18.11 All matches must start at the time advertised by the PSL.
- 18.12 Referees must report any delays to the Premier Soccer League CEO.

#### **ORDER 19: PLAYER IDENTIFICATION**

- 19.1 Before the commencement of any season a team must submit its list of players and a number between one and ninety-nine allocated to each player for that particular season.
- 19.2 In any league match to be played, the number so allocated must be marked on the shirt and short the player is wearing.
- 19.3 The name of a player must be marked on any such shirt a player is wearing.
- 19.4 All participating players shall be required to produce a valid player licence which is a card bearing the players' photo and national identity number. If a club possesses valid player licences but fails to produce them then the referee shall take a photograph of such affected players in the presence of the opposite team captain and the offending club shall be fined as per the PSL standing orders and fines.
- 19.5 No team shall use a kit without the names of players clearly marked on the back of the shirt.
- 19.6 During the duration of the season any new player(s) registered by the club shall be allocated a new number(s).

#### **ORDER 20: CLUB NAMES**

No club shall be allowed to change its registered name during the course of the season.

#### **ORDER 21: REFEREES, ASSISTANT REFEREES AND MATCH COMMISSIONERS**

- 21.1 Referees for league matches and tournaments under the PSL jurisdiction shall be appointed by the ZIFA Referees Appointment Committee from a national list compiled by the ZIFA Referees Committee. The Referees Appointments Committee shall be a Sub-Committee appointed by the ZIFA Executive Committee in-terms of the ZIFA statutes.
- 21.2 Referees must report late starts and late arrivals of match officials.
- 21.3 The Referees and their Assistant Referees must report to the PSL Secretariat all cases of misconduct of players, officials or spectators within two days of the occurrence.
- 21.4 Referees must report to PSL all cases where teams commence a game late and provide full details.



- 21.5 An acknowledgement of notification of appointment must be given to the ZIFA Referees Appointment Committee at least four days prior to the match.
- 21.6 Referees must present match reports and team cards to the League offices, within twenty four hours after the match by email, fax or to be hand delivered to the office.
- 21.7 Referees must ensure that teams play in the correct colours as outlined in these regulations. All team inspections must be done in the dressing rooms.
- 21.8 The match officials shall lead both teams together on to the field of play five minutes prior to the scheduled kick-off time.
- 21.9 The match balls proposed to be used in the game must be submitted to and approved by the Referees before the commencement of the game. The selected balls must be used throughout the match unless otherwise determined by the Referees.
- 21.10 Prior to the, match the Referee and Assistant Referee will decide the position of assistant referee for kick-off and their direction of patrol.
- 21.11 Referees and Assistant Referees must not accept outside appointment on dates when they have engagements except by consent of the referees Appointment Committee.
- 21.12 The Referee is required to complete a report on the condition of playing surface, the state of the dressing room facilities and stadium security and forward to the PSL.
- 21.13 Any club or official or other person acting on behalf or in the presumed interests of a club paying or offering to pay a Referee or Assistant Referee more than his proper fee, allowances and travel and subsistence allowances shall be deemed guilty of misconduct. Any match official who accepts such illegal payments shall be deemed guilty of misconduct.
- 21.14 The match fees for Referees, Assistant Referees and Match Commissioner payable shall be stipulated unless otherwise changed by negotiations and authorised by the PSL. The PSL Chief Cashier will be responsible for handing over these match fees to the match officials.
- 21.15 Canvassing by Referees and Assistant Referees will lead to disqualification.
- 21.16 In the case of matches where it is found necessary to stop play owing to weather or other causes, the Referee must wait a reasonable length of time before deciding upon abandonment.
- 21.17 In all league matches, match officials shall be required to wear an outfit as determined by the Referees Committee.
- 21.18 Any Referee who is constantly involved in making controversial decisions shall be reported to the ZIFA Referees Committee for disciplinary measures to be taken.
- 21.19 The Match Commissioner is the ZIFA's official representative at a match and is the authority responsible for ensuring that the match is properly organised and runs smoothly with strict adherence to the League's Rules and Regulations.
- 21.20 The Match Commissioner shall convene and chair Pre-match Meetings where applicable, and also liaise with the Security Officers.



- 21.21 The Match Commissioner shall inspect the stadium for the following: condition of the pitch; completion of pitch (markings, goals, advertising boards, camera positions in the enclosure, etc.); dressing rooms for teams and referees (attention to cleanliness) with the match officials
- 21.22 The Match Commissioner shall be present during verification of the players' identity, and oversee match day count down.

### **ORDER 22: TECHNICAL RULES**

- 22.1 Each club shall play a total of thirty league matches against all other 15 (fifteen) clubs during the season on home and away basis, with three points being allocated for a win, one for a draw and none for a loss.
- 22.2 The position of clubs on the table shall be determined by the number of points scored in that season, the club having scored the highest number of points being at the top of the table and the Club having scored the lowest number of points being at the bottom.
- 22.3 Where two or more teams have equal points, goal difference, (i.e. goals scored FOR minus goals scored AGAINST) shall be used to determine relative positions.
- 22.4 Where two or more teams are tied on points and have the same goal difference, the number of goals scored FOR shall be used to determine relevant position.
- 22.5 Where teams have equal number of goals scored FOR, The aggregate of the direct results between the tied teams shall be used to determine relative position.
- 22.6 Where the aggregate of direct results between tied teams is a draw, there shall be a play-off at the neutral venue as determined by the League.

### **ORDER 23: ADMISSION FEES AND MANNING GATES**

- 23.1 An admission fee shall be charged for any person attending PSL, matches unless the League has given special accreditation.
- 23.2 It shall be the obligation of the PSL to ensure that all admission fees are properly collected and accounted for before disbursement, unless there is written directive advising otherwise from the CEO.
- 23.3 No team or individual shall have the right to appropriate any gate takings or admission fees, which until distributed to a particular team(s) remain the exclusive property of the PSL. This includes monies collected in friendly matches or charity matches.
- 23.4 It shall be the obligation of the PSL to ensure that adequate officials are manning the gates and ensuring that all admission fees are properly collected and accounted for.
- 23.5 Misappropriation of gate takings or admission fees will lead to prosecution of the offenders.

### **ORDER 24: CONTRACT WITH SPONSORS**

- 24.1 Clubs shall not in any way whatsoever be sponsored by any sponsor which directly competes with the League's Sponsor.

### ORDER 25: PRECEDENCE OF MATCHES

25.1 The order of precedence of matches shall be as follows:

25.1.1 International (FIFA and CAF Calendar dates)

25.1.2 Cup tournaments (local)

25.1.3 Premier Soccer League

25.1.4 Charity

25.1.5 Friendly (local)

### ORDER 26: CHARITY & FRIENDLY MATCHES

26.1 With respect to charity matches, the obligation shall be on the particular charities or their representatives to approach the League by way of a written request submitted at least a month before the proposed date of the match.

26.2 The League shall reply in writing within seven days of receipt of such written request after consultations with the Chairman of PSL. After considering the written application the League may;

26.2.1 Refuse the application

26.2.2 Grant the application subject to certain conditions with regards to inter alia:

- i. The distribution of the proceeds
- ii. The levies to be paid to the PSL, ZIFA and the Sports Commission, the distribution of the prize money
- iii. The manner in which gates and turns tiles at the stadium are to be manned
- iv. The venues thereof
- v. The dates of the games
- vi. The particular teams to participate

26.3 Any team invited to play any friendly or invitational matches outside Zimbabwe shall make a written request to the League one month before the proposed dates of departure. The League may grant or refuse such application, or grant the same subject to any such conditions as deemed fit. In addition, ZIFA shall have the right of ratifying any such decision or reject.

26.4 A breach of any of the above conditions shall be deemed a serious offence rendering the offending party or team liable to expulsion from the League.

### **ORDER 27: INSURANCE**

All PSL Affiliated Clubs must ensure all players are insured against injuries and losses, and furnish the PSL with policy documents of the said policy before the commencement of each and every season.

### **ORDER 28: FINANCIAL PROVISIONS**

- 28.1 The League shall have the right of levying subscription, admission fees, affiliation fees and registration of each team player.
- 28.2 The League may in its discretion levy a fee in respect of any team's entry into a particular cup tournament.
- 28.3 The expenses to be borne by the League as well as the method of gate sharing shall be that as formulated by the Board of Governors of the Premier Soccer League at any given time and provided that should there be any change in the above, clubs shall be given thirty (30) days notice in which to implement such change.
- 28.5 Television and radio rights for all matches of the League shall belong to the League and no matches may be televised or filmed without the consent of the League.

### **ORDER 29: TROPHIES AND AWARDS**

- 29.1 The League Champions shall be awarded the floating trophy. The trophy shall be retained by the club and returned to the Premier League offices, in the same condition it was presented, by no later than the 1<sup>st</sup> September of the year following the year in which it is presented.
- 29.2 The winning club shall be awarded forty five gold medals and Runners up shall be awarded forty silver medals.
- 29.3 The League shall have the exclusive right of awarding special merit awards to deserving persons of the league. In so awarding these prizes the League Secretariat shall ensure that appropriate rules and appropriate committees are drawn up or set up to ensure that the awards are awarded fairly, equitable and transparently.

### **ORDER 30: PROTESTS**

- 30.1 Any club involved in a match may lodge a protest with the League in respect of any match played under the auspices of the League, provided that:
  - 30.1.1 The protesting club participated in the same game;
  - 30.1.2 Where the protest relates to;
    - 30.1.2.1 The use of a player reflected on the opposing team sheet who is allegedly unregistered, suspended, banned, fraudulently or improperly registered, the protesting club shall, at any given time prior to the kick-off of the match, object in writing to the use of the said player (setting

out the reasons for the objection) by furnishing the referee in the presence of the match commissioner, with such objection, and by the referee notifying the opposing captain; or

- 30.1.2.2 Any other contravention of the Statutes and/ or these regulations by a club, club official, player or match official (offending party) who participated in the said match, the exact nature and cause of the protest is furnished in writing to the referee in the presence of the match commissioner and is countersigned by the opposing captain, immediately prior to the kick-off of the match, or on the field of play at any time before the final whistle.
- 30.1.2.3 A written protest, accompanied by a protest fee of US\$1 000,00 (One thousand dollars) is lodged with the General Secretariat of the League within 48 (forty eight) hours (excluding Saturdays, Sundays or public holidays) of the game; and
- 30.1.2.4 The written protest referred to in order 30.1 above sets out the full facts on which it is based and refers to the Article and/ or Rule and Regulation allegedly contravened by the offending party; and
- 30.1.2.5 The protest is not made against the referee's and/ or assistant referee's decision connected with play, such decisions being final.
- 30.2 The onus is on the protesting club to ensure that the provisions of regulations 30.1 above are fully complied with, and no protest shall be entertained by the League Secretariat, if the said provisions are not fully complied with, except that the Chief Executive Officer of the League may decide to treat it as a complaint. Should the protest not comply with the said provisions, the protest fee shall be refunded to the protesting club.
- 30.3 Upon receipt of a valid protest, the Chief Executive Officer of the League shall:-
  - 30.3.1 Call for further written information and documentation from the protesting club; and
  - 30.3.2 Forward to the offending party the documentation received from the protesting club and advise the offending party of the nature of the protest and ask such party for a written explanation, but warning such party that such explanation may later be used in evidence against the said party.
- 30.4 Upon receipt of the replies asked for, or if no replies be received within five (5) days of the Chief Executive Officer of the League making the requests, in terms of **order 30.1** above, the Chief Executive Officer of the League shall then consider the protest.
- 30.5 The Chief Executive Officer of the League shall, after considering the protests:-
  - 30.5.1 Dismiss the protest if:-
    - 30.5.1.1 The protests is frivolous or vexatious; or
    - 30.5.1.2 the evidence placed before him discloses no prima facie evidence of an offence/ act of misconduct on the part of the offending party; in which case the protest fee shall be forfeited to the League.
  - 30.5.2 Accept the protest if:-
    - 30.5.2.1 The complaint is not frivolous or vexatious; and
    - 30.5.2.2. The evidence placed before him discloses prima facie evidence of



Offence/ act of misconduct on the part of the offending party;  
in which case the League shall return the protest fee to the protesting club, and charge the offending party with committing the offence referred to in the protest and any other offence which in the opinion of the Chief Executive Officer of the League has been committed.

- 30.6 The protesting club shall have the right to appeal against the decision of the Chief Executive Officer of League not to entertain the protest in terms of **order 30.2** or dismiss the protest in terms of **order 30.5.1** above.

No other party, including the offending party, shall have the right to appeal against any decision of the Chief Executive Officer, taken in terms of this rule. The appeal by the protesting club shall be lodged in terms of the Rules and Regulations of ZIFA. Further relief may be obtained by the protesting club by thereafter referring the matter to arbitration.

- 30.7 Any charge/s instituted by the League in terms of **order 30.5.2** shall be heard by the Disciplinary Committee in accordance with the Statutes and these regulations.
- 30.8 The protesting club shall have no right to be present at, tender, or give evidence before the Disciplinary Committee hearing the charge/s against the offending party, except that the League may subpoena the protesting club to give evidence or produce any book, paper or document at the hearing. The protesting club shall furthermore have no right to appeal to the ZIFA Appeals Committee against any decision of the Disciplinary Committee or to refer such decision to arbitration.

### ORDER 31: ACTS OF MISCONDUCT/ OFFENCES

- 31.1 Without derogating from the generality of what constitutes an act of misconduct/ offence, the following are specifically declared to be acts of misconduct offences on the part of a player, official, servant or duly authorized (express or implied) representative of a club, official of the League, member of the Emergency Committee, or member of any sub-Committee as the case may be:
- 31.1.1 On the part of a club where:-
- 31.1.1.1 It fails to provide adequate security at its venue,
- 31.1.1.2 It shall be presumed, unless the contrary is proved, that a club has failed to provide adequate security at its venue where the spectators at such venue, irrespective of their affiliation, committed acts, or were responsible for conduct, which is considered improper behaviour.
- 31.1.1.3 It shall not be defence to the aforesaid charge that a larger crowd than anticipated attended or attempted to attend the game.
- 31.1.2 Its players, officials, servants or duly authorized (expressed or implied) representatives or supporters directly or indirectly interrupt, obstruct or disturb the normal proceedings of a game before, during or after the match;

- 31.1.3 Its players, officials, servant or duly authorized (expressed or implied) representatives, for any corrupt, dishonesty or lawful purpose in connection with a game played under auspices of the League, or in connection with the affairs of the League, give, offer or promise, whether directly or indirectly, any inducement, reward or bribe of whatsoever nature, to anybody whatsoever.
- 31.1.4 Players officials, servant or duly authorized (express or implied) representatives accept any inducement, reward or bribe referred to in **order 31.1.3** above.
- 31.1.5 It fails to comply with or contravenes any provision of the Constitution and these **orders**, the ZIFA Constitution and Rules of Association, the CAF Statutes and the FIFA Statutes, as well as the Laws of the Game.
- 31.1.5.1 Should the provisions of the Constitution and these **orders**, be in conflict with the statutes of the various bodies above, then the provisions of the FIFA Disciplinary Code shall apply.
- 31.1.6 It fields an unregistered; ineligible suspended, banned fraudulently or impurely registered, or in any other way disqualified or prohibited person.
- 31.1.7 It fails to pay a player (other than non-contract or trainee players) who is registered with it, his salary or bonuses within 30 (thirty) days of payment being due to such a player, after being called upon to do so in writing.
- 31.1.8 It fails to fulfil a fixture for which a date and venue has been fixed by the League.
- 31.1.9 It fails to comply with any lawful order or instruction made by the Disciplinary Committee, an official of the League and/ match officials.
- 31.1.10 It fails to comply with other contravenes any order, resolution or code of conduct made or passed by the Management Committee.
- 31.1.11 It knowingly furnishes incorrect information of whatsoever nature to the League.
- 31.1.12 Its players, officials, servants or duly authorized (express or implied) representatives or supporters commit an offence in-terms of **regulation 31.1.15** hereunder.
- 31.1.12.1 In this regard when an offence in terms of the provisions of the Constitution and these **orders** has been committed, whether by the performance of any act or by the failure to perform any act by a player official, servant, or duly authorized (express or implied) representative of a club, such an offence shall also be deemed to have been committed (and with the same intent, if any) by such a club, and such a club shall be convicted of the same offence jointly with the player, official, servant or duly authorized (express or implied) representative of such a club shall also be liable to punishment therefore.
- 31.1.13 Its supporters misbehave in any manner whatsoever, inside or outside a ground before, during or after a match, no matter on which ground the match is played. Without derogating from the generality of what constitutes misbehaviours on the part of supporters, the following are specifically declared to be acts of misbehaviour:-

- 31.1.13.1 Invasion or attempted invasion of the field of play, save for reasons of crowd safety;
- 31.1.13.2 Causing the abandonment or attempting to cause the abandonment of a match;
- 31.1.13.3 Throwing or attempting to throw missiles, bottled and other objects, whether potentially harmful or dangerous or not, on to the pitch, or at any person;
- 31.1.13.4 Fireworks and rockets being let off;
- 31.1.13.5 Acts of violence or attempted acts of violence against anyone at the game;
- 31.1.13.6 Failing to conduct themselves in an orderly fashion;
- 31.1.13.7 Insulting players, team officials, match officials or any other person at the game;
- 31.1.13.8 Maliciously damaging or attempting to damage any property at the ground;
- 31.1.13.9 Other acts of unsporting behaviour;
- 31.1.14 Notwithstanding any provision of these orders, where a club is charged with any offence in terms of **order 31.1.13**, or any other offence relating to the misbehaviour of spectators, such a club shall be guilty of such offence if the League shows that there was misbehaviour on the part of any spectators at the ground, unless such club satisfied the Disciplinary Committee that the misbehaving spectators were not its supporters.
- 31.1.15 It fails to protect match officials against acts, attempted acts of violence or any other form of abuse before, during or after a match.
- 31.1.16 Its players refuse to continue a match or abandon the field of play without permission by the referee, or cause the abandonment of a match.
- 31.1.17 Its officials cause the abandonment of a match
- 31.1.18 It fails to immediately report any act of alleged misconduct within its knowledge, to the League.
- 31.1.19 It fails to immediately report all decisions of suspension of its officials or players where the period of suspension is 6 (six) months or longer to the Chief Executive Officer of the League of the said suspension, within 14 (fourteen) days of the said notification having been received by the Chief Executive Officer. No person suspended in terms of this Rule shall have his sentence reduced or remitted without the consent of the League.
- 31.1.20 It incites, permits or assists any person or body in the contravention of the Laws of the Game the Constitution and these orders, the ZIFA Constitution and Rules of Association, the CAF Statutes and the ZIFA Statutes.
- 31.1.21 It, inclusive of its officials, players, servants or duly authorized (express or implied) representatives or supporters commits any act or makes any statement, either orally or in writing, or has been responsible for conduct which is considered ungentlemanly, insulting or improper behaviour, or likely to bring the game, sponsors, any member, the League, ZIFA, CAF or FIFA into disrepute.
- 31.1.22 It fails to attend a Disciplinary Committee hearing to which it was summoned or subpoenaed without reasonable cause.



- 31.1.23 It's officials, players, servants or duly authorized (express or implied) representatives assault, threaten, intimidate, coerce, interfere, mislead or insult a match official, player, official of the League, public, press or media, or any other person, before, during or after any match.
- 31.1.24 Its officials or players enter the stadium through a place which is not designated as the official entrance to the stadium. For the avoidance of doubt the official entrance is the entrance used by the officials and players when entering the stadium and into the field play. Such entry shall include entry into the stadium or field of play from the time that the teams arrive at the match venue.
- 31.1.25 On the part of a player, official of a club, officials of the League, member of the Emergency Committee and a member of any Sub-Committee as the case may be, who;  
is employed directly or indirectly by the media, which shall include employment by a newspaper, television or radio station or contributes in terms of information to a column. Prior written approval of the League Management is required, which permission shall not be unreasonably withheld.
- 31.2 On the part of a player, official, servant or duly authorized (express or implied) representatives of a club, official of the League, member of the Executive Committee or member of any Sub-Committee as the case may be, who;
- 31.2.1 directly or indirectly interrupts, obstructs or disturbs the normal proceedings of a game, before, during or after match;
- 31.2.2 For any corrupt, dishonest or unlawful purpose in connection with a game played under the auspices of the League, or in connection with the affairs of the League, gives, offers or promises, whether directly or indirectly, any inducement, reward or bribe of whatsoever nature, to anybody whomsoever;
- 31.2.3 Accepts any inducement, reward or bribe referred to in **order 31.2.2** above;
- 31.2.4 Fails to comply with or contravenes any provision of the Constitution, and these **orders**, the ZIFA Constitution and Rules of Association, the CAF statutes and the FIFA Statutes, as well as the Laws of the Game.
- 31.2.5 Fails to comply with any lawful order or instruction made by the Disciplinary Committee, an official of the League and/ or match officials;
- 31.2.6 Fails to comply with or contravenes any order, resolution or code of conduct passed by the Board members of ZIFA;
- 31.2.7 Fails to attend a Disciplinary hearing to which it/ he/ she was summoned or subpoenaed;
- 31.2.8 Knowingly furnishes incorrect information, of whatsoever nature, to the League;
- 31.2.9 Assaults, threatens, intimidates, coerces, interferes, misleads or insults a match official, player, official of the league, public, press or media, or any other person, before, during or after match.
- 31.2.10 Engages in any conduct causing a situation dangerous to the public safety, before, during or after a match;
- 31.2.11 Fails to protect match officials against acts or attempted acts of violence or any other form of abuse before, during or after match;

- 31.2.12 Fails to immediately report any act of alleged misconduct within its knowledge, to the League;
- 31.2.13 Permits or assists any person or body in the contravention of the Laws of the game, the Constitution and these **orders**, the ZIFA Constitution Rules and Regulations, CAF Statutes and FIFA Statutes;
- 31.2.14 Uses obscene or other objectionable language in connection with the affairs of the League;
- 31.2.15 Is employed directly or indirectly by the media, which shall include employment by a newspaper, television or radio station, or contributes items or information to any newspaper, television or radio station without the prior written approval to the Chief Executive Officer of the League which permission shall not be unreasonably withheld;
- 31.2.16 Commits any act or makes any statement, either orally or in writing, or has been responsible for conduct which is considered ungentlemanly, insulting or improper behaviour, or likely to bring the game, sponsors, any member, the League, ZIFA, CAF or FIFA into disrepute.
- 31.2.17 behaves in a manner, which brings the league or any of its sponsors into disrepute or endangers the welfare of the League.
- 31.3 On the part of any player, where he refuses to continue a match, or abandons the field of play without permission by the referee, or causes the abandonment of a match.
- 31.4 On the part of an official, where the said official causes the abandonment of a match.
- 31.5 Any club or person who has been found guilty of committing an offence by the Disciplinary Committee shall be liable to such penalties or combination of penalties as the Disciplinary Committee may impose in terms of the Constitution and these **orders**.
- 31.6 Any club, player, official, servant or duly authorized (express or implied) representative of a club, member of the Emergency Committee or Board of Governors or of a sub-committee who;
  - 31.6.1 Attempts to commit any offence in-terms of the Constitution and these **orders** shall be guilty of an offence and shall be liable, on contravention, to the same penalties as are competent for a contravention of the Constitution or Rules itself;
  - 31.6.2 Is convicted of any criminal offence in relation to fraud and dishonesty shall be guilty of an offence in terms of the Constitution and these **orders** and, after a hearing, shall be liable to such penalties as the Disciplinary Committee may impose. In this regard, in any disciplinary hearing, a certified copy of the judgement of the convicting court shall be proof of such conviction.
- 31.7 Officials, players, servants, or duly authorized (express or implied) representatives of a club who attend matches under the auspices of the League, and fail to observe the Constitution, Rules and Regulations and Laws of the Game.
- 31.8 Where any statement made by an official or player of a club which is considered ungentlemanly or improper and/ or is likely to bring the League, its sponsors, or any other member into disrepute, is reported in the press or media, the Chief Executive Officer of the League may, in this discretion, notify the said official or player of the said reported statement and enquire from the said player or official whether it/her/she

- denies or admits having made the said statement to which the said person shall reply within 5 (five) days of receiving the said notification.
- 31.8.1 Where such a person admits the said statement, the League may take disciplinary action;
- 31.8.2 Where such a person denies having made the said statement, the said person shall
- 31.8.2.1 furnish the League with an affidavit, denying having made that statement within 5 (five) days of receiving notification from the Chief Executive Officer of the League; and
- 31.8.2.2 publicly deny and refuse such statement at a press conference called by the League on the date stipulated by the League.
- 31.8.3 Where such a person fails to reply to the notification by the Chief Executive of the League, or having denied making the statement, fails to comply with regulation 33.8.2.2 above, the said statement shall be irrefutably reported by the press or media, and the Chief Executive Officer or the League may institute disciplinary action against the person concerned.
- 31.8.3.1 It shall not be a defence against any charge instituted by the Chief Executive Officer of the League, to show that the statements were true and in the public interest unless the statement was based on grievance by the person concerned which was raised and discussed at a Congress, or at any other appropriate forum of the League prior to the statement having been made to the press or media.

### **ORDER 32: SUMMONS OF PARTIES AND DISPUTE SETTLEMENT PROCEDURES**

- 32.1 The Chief Executive Officer of the League shall have the power to appoint a nominee and/ or a pro-forma prosecutor to act on his behalf, who shall represent the League in all hearings before the Disciplinary Committee of the League, by:-
- 32.2 Prosecuting all acts of misconduct/ offences at the instance of the League, pursuant to any protest or complaint referred by the Chief Executive Officer of the League to the Disciplinary Committee;
- 32.3 Making representations and submissions on behalf of the League in respect of a dispute or any other inquiry, investigation or matter in terms of the Constitution and these **orders**, head by the Disciplinary Committee of the League.
- 32.3.1 Present a charge in writing to that team or individual
- 32.3.2 Asks that team or individual to present a written report in answer to the allegation and such written answer must be provided for within two days from the date that the allegation is made. Any team or person that fails to provide a written report within the time prescribed shall be guilty of an offence and shall be a subject to a Disciplinary Hearing.
- 32.4 Once a written report is received or even if the written report is not received, the Chief Executive Officer may refer such matter for a hearing before the Disciplinary Committee.
- 32.5 Before any party is brought before the Disciplinary Committee, such member shall be given at least seven (7) days written notice. Such notice shall:-



- 32.5.1 State the nature and particulars of the offence.
- 32.5.2 Call upon such party to submit a written report or answer to the charge if such party has not already provided for such report.
- 32.6 No adverse decision against it by the Chief Executive Officer unless the party has been afforded a hearing in the Disciplinary Committee.
- 32.7 If any party, after being notified of a Disciplinary Hearing in terms of this Order fails to attend such hearing then the matter may proceed in his absence.
- 32.8 At the hearing of any matter, the onus shall lie on any party accused of bringing the game of football into disreputable, to convince the Disciplinary Committee of its innocence.
- 32.9 The Disciplinary Committee may require any person to give evidence under oath or affirmation.
- 32.10 Any party brought before the Disciplinary Committee, may with leave of Committee, question any party or witness to hearing.
- 32.11 The Disciplinary Committee shall conduct any hearing in such manner as it considers most suitable to the clarification of issues before it generally to the just handling of the proceedings.
- 32.12 Any party or witness who:-
  - 32.12.1 Threatens, resists, hinders or obstruct or uses foul abusive and insulting language towards the Disciplinary Committee.
  - 32.12.2 Without lawful excuse fails or refuses to provide any book or record when required to do so by the Disciplinary Committee shall be guilty of an offence and shall be a subject of Disciplinary Hearing.

### ORDER 33: DISCIPLINARY CARDS

- 33.1 Consistent with the Laws of the game, any referee or match official shall have the power of issuing disciplinary Red and Yellow cards to players and officials before, during and after any match.
- 33.2 Any player expelled from the match a red card shall immediately leave the pitch, or the bench, and in addition shall be for two official consecutive matches be suspended automatically. For the avoidance of doubt, any friendly or charity match, and shall not be treated as an official match, and shall operate to nullify the operation of the said red card.
- 33.3 Where a player is sent off from a match on the basis of two yellow cards received in one particular game, shall be automatically suspended for two official matches with the provision of rule 33.2 applying *mutatis mutandis*.
- 33.4 Similarly where a player has accumulated three yellow cards, he shall automatically be suspended for one official match again with rule 33.3 applying *mutatis mutandis*. Such suspension shall be applicable on the next official match.

#### **ORDER 34: THE DISCIPLINARY COMMITTEE**

- 34.1 The Disciplinary Committee shall have powers as defined in Article 49 of the PSL Statutes.
- 34.2 The League shall appoint a Chairman and Secretary. The Chairman shall chair all meetings of the Disciplinary Committee whilst the Secretary shall take minutes of all meetings of the Disciplinary Committee.
- 34.3 In the absence of the Chairman or Secretary the remaining members shall choose a member to stand in as Chairman or Secretary for that particular Disciplinary Hearing.
- 34.4 Two members of the Disciplinary Committee shall form a quorum for purpose of a Disciplinary Hearing provided one such member is a registered legal practitioner or practicing Magistrate.
- 34.5 The Disciplinary Committee shall pronounce its judgement or sentence at the end of its sitting and any party subject to a disciplinary Hearing shall wait to be advised in the following instances.
- 34.6 Members of the Disciplinary Committee shall from within themselves choose an individual to prepare any such judgement.
- 34.7 A written judgement shall be prepared within three days of a Disciplinary Hearing and shall forthwith be handed over to the Chief Executive Officer.
- 34.8 Soon after receipt of the written judgement the Chief Executive Officer shall deliver or send by registered post, the said judgement to the party concerned.
- 34.9 The League may in its discretion hand copies of such judgements to the press provided that the decisions of the Disciplinary Committee may not be communicated to the press without the party that is subject to the Disciplinary Hearing being advised of the same first.
- 34.10 Any complaint to the Disciplinary Committee must be accompanied by a disciplinary hearing fee defined by the League, which is not refundable.

#### **ORDER 35: THE APPEALS COMMITTEE**

- 35.1 Any appeal against the decision of the PSL Disciplinary Committee shall be noted to the ZIFA Appeals board as defined in Article 49 of the PSL Statutes.
- 35.2 Such appeal shall be noted:
  - 35.2.1 Within 7 days from the date to the judgement.
  - 35.2.2 Shall be forwarded in duplicate to the Chief Executive Officer.
  - 35.2.3 Shall be accompanied by a mandatory non refundable stipulated fee.
  - 35.2.4 Shall be in writing and shall set out clearly and concisely the grounds of appeal.
- 35.3 If any appeal is not noted within the time set up above, then the appeal shall become prescribed and neither the Appeals Committee nor the League shall have the power to condone the failure to file the appeal timeously.

- 35.4 The Appeals Committee shall have the power to remit a case back to the Disciplinary Committee for hearing *de novo* on such terms and conditions as it sees fit.
- 35.5 If an appeal is noted, but the appeal fee is not supplied, then such an appeal shall become prescribed and the Appeals Committee shall have no power to hear the appeal.
- 35.6 The Appeals Committee shall not be a court of first instance and shall decide on an appeal on the basis of the papers before it. However, the Appeals Committee may call any person, including any members of the Disciplinary Committee for the purpose of clarifying an issue before it.
- 35.7 The Appeals Committee shall soon after an appeal sitting immediately announce its ruling. The decision of the Appeals Committee is final.
- 35.8 The League at its discretion can only release a judgement of the Appeals Committee to the Press.

### ORDER 36:

- 36.1 Unless exceptional circumstances exist the League may impose the following sentences in the defined offences.
  - 36.1.1 Using a kit without the name of a player(s) and their numbers not clearly marked on the back of the shirt or front of the short. Fine of proposed (as set by the League from time to time)
  - 36.1.2 Using Kit without the sponsor's logo. A fine (as set by the League from time to time)
  - 36.1.3 Failure to fulfil a league fixture without valid reason will result in expulsion from the league.
  - 36.1.4 Use of an unregistered/ ineligible player in league match, three points will be deducted and thrown away and a fine as set by the League from time to time.
  - 36.1.5 Arriving at a match venue fifteen minutes late of the official kick-off time (without valid reason): a fine as set by the League from time to time. Arriving at a match venue more than 30 minutes late of the official kick-off time: the match to be awarded to the opposition team.
  - 36.1.6 Failure by a team to use the changing rooms. A fine (as set by the League from time to time.)
  - 36.1.7 Failure by a team to enter the stadium and pitch in a manner that is consistent with order 31.1.24: A fine as set by the League from time to time.
  - 36.1.9 Failure by the home team to provide substitution board will attract a fine as set by the League from time to time.
  - 36.1.10 Causing match to be abandoned: Refer case to the Disciplinary Committee.
  - 36.1.11 Use of abusive language and any general ungentlemanly conduct: Standing Order fine will be imposed.
  - 36.1.12 Bribery or match fixing: refer case to the Disciplinary Committee.
  - 36.1.13 Failure to exercise control over spectators at matches leading to chaos and violence: Fines shall be imposed as per the PSL standing order fines or refer to Disciplinary Committee
- 36.2 For any other offences not defined in this order, standing order fines will be imposed as stated in the schedule of fines and offences or the



Disciplinary Committee shall impose a sentence which its discretion meets the justice of the case. Notwithstanding the above rules, the League is empowered to run and organise the leagues as it seems fit.

### **ORDER 37: ASSOCIATION WITH CLUBS**

- 37.1 No Club Director, Official or player may either directly hold or deal in the securities or shares of another club or;
  - 37.1.1 Be a member of another Club or;
  - 37.2.1 Be involved in any capacity whatsoever in the Management, Administration or coaching of another Club or;
  - 37.1.3 Have any power on either a full time basis with PSL league or ZIFA.
  - 37.1.4 Be employed on either a full time basis with PSL league or ZIFA.
- 37.2 For the purpose of this Rule, Clubs shall mean any Club in membership of the League.

### **ORDER 38: UNDERTAKING BY CLUBS OFFICIALS AND PLAYERS**

- 38.1 All Clubs must incorporate any agreements with their officials and players an undertaking on the part of such officials and players to seek the permission of the Club and the League before contributing to the press, television or radio. It is the responsibility of the Club to ensure that any permission so granted is not used by the Official or player in such a way as to bring the league, its sponsors or its Clubs into dispute.
- 38.2 The League shall enter into Commercial Contracts, Broadcasting Contracts, Overseas Broadcasting Contracts, Radio Contracts and Title Sponsorship Contracts with the intention in the case of each Broadcasting Contract for the live Transmission of League Matches that each Club shall participate in at least one live televised League Match each Season.
- 38.3 Each Club and each Contracted Player shall comply with any reasonable request made on behalf of the League to allow the Player's Image to be used for the League to fulfil its Commercial Contracts, Broadcasting Contracts, Overseas Broadcasting Contracts, Radio Contracts and Title Sponsorship Contracts, provided that, where the size of the product permits, the League shall not use the images of less than four Contracted Players, each from different Clubs, on any one product.
- 38.4 The League shall issue from time to time directives to Clubs setting out those rights which may and may not be granted by any Club in any Club Broadcasting Contract and each Club shall comply in all respects with any such directive.

### **ORDER 39: FOOTBALL STADIUMS**

- a. Each Stadium that hosts Premier League matches shall be inspected and certified fit to host matches prior to the commencement of each football season. All the match venues for PSL shall have a minimum seating capacity of 5 000 spectators with a VIP stand with a minimum seating of 50 people, situated in

the grand stand between two penalty areas and as close to the half way line as possible.

- b. Each Club shall either own its ground and training facilities or have a legally enforceable lease agreement with its owner for home matches use by the Club. The lease agreement for the stadium should be valid for the whole season.
- c. Each Club shall register its home and alternative stadium with the Chief Executive Officer and no Club shall move to another stadium without first obtaining the written consent of the Chief Executive Officer.
- d. The levies for hire should not exceed 15% of gross gate takings and the club should be allowed a certain number of privilege seats in both the VIP and rest of ground
- e. The League Sponsors are to be allocated a minimum of twelve free touchline banners (6m x 1m) sites on the perimeter of the stadium field.

### **39.1 Stadium Safety Health and Environment**

39.1.1 The safety of all using the stadium should take priority over other considerations.

39.1.2 Stadiums must be a safe and secure facility for all those who use it.

39.1.3 Safety Requirements – The facility must conform to minimum safety standards, these includes stadium entry points, stairways, exits, doors, escape roots, and all public and private areas.

39.1.4 Exit gates should be kept unlocked at all the times when spectators are inside the stadium.

39.1.5 Each of the gates must be attended by specially appointed personnel to guard against abuse and to ensure immediate escape routes in case of evacuation.

### **39.2 Stadium Control Room (Command Centre)**

39.2.1 Each stadium must have a control room which has overall view of the inside of the stadium and must be equipped with a public address system and surveillance gadgets.

39.2.2 The size, configuration and furnishing of the control room must be done in consultation with the Zimbabwe Republic Police.

39.2.3 The stadium commander must take full control of the public address system.

39.2.4 The public address system should be used to disseminate information related to the match event only.

39.3 First Aid Rooms – Every stadium should be equipped with a first aid room or rooms to care for spectators in case of emergencies.

39.3.1 First Aid rooms should be accessible from both inside and outside the stadium for spectators' and emergency vehicles.

39.3.2 Doors and passage ways should be wide enough to allow access for stretchers and wheelchairs.

39.3.3 First Aid rooms should be well lit, well equipped, ventilated and clean.

39.3.4 First Aid rooms should be fitted with cabinets for medicines and should have enough storage space for stretchers and other First Aid equipment.

### **39.4 Parking Area**

- 39.4.1 A Stadium should allow smooth and efficient arrival, circulation and departure of people and vehicles.
- 39.4.2 All ticketing and entry points must be clearly marked, and all direction and signposting must be in any of the official languages.
- 39.4.3 Clear and comprehensive signposting should be provided for around the stadium vicinity to show routes.
- 39.4.4 Ticket should indicate the location of seats for which they have been issued.
- 39.4.5 A separate hospitality parking facility should be provided for to cater for VIPs and invited guests and should be separate from public parking area and close to VIP entrance.
- 39.4.6 Parking space should be reserved for at least two team buses and no other vehicles should be allowed inside the stadium close to the dressing rooms.
- 39.4.7 Players and match officials should disembark from their transport direct into the dressing rooms without coming into contact with the public.
- 39.4.8 Sufficient parking should be provided for service providers.
- 39.4.9 There should be specific media entrance and parking space reserved for media personnel and equipment.
- 39.4.10 Emergency services and disabled spectators parking facilities immediately inside the stadium must be provided for.
- 39.5 Playing Area - The playing area is the focal point for players, officials, spectators and television audiences only.
- 39.5.1 The playing field should meet minimum measurements as stipulated in the Laws of the Game.
- 39.5.2 The playing field should be well grassed or artificial turf and should be smooth and level.
- 39.5.3 Natural grass should be sufficiently watered.
- 39.5.4 The field should have proper under and surface drainage systems to rid the surface off water during extreme wet conditions.
- 39.5.5 The playing field should be free from obstruction which can pose danger to players and others who have access to the field.
- 39.5.6 Goal nets should not be suspended by any metal frame. If pins are used they should not protrude the surface.
- 39.6 Substitute benches for home and away teams should be provided for with the correct measurements from the touch line and on either side of the halfway line.
- 39.6.1 The benches should accommodate between fifteen and twenty two people.
- 39.6.2 Separate covered benches should be provided for the fourth official and commissioner on the halfway line with the correct measurements from the touchline.
- 39.6.3 The substitute benches should not obstruct the view of spectators.
- 39.7 Each club shall provide dressing rooms for both players and match officials so they can conduct their activities in comfort and safety. The minimum floor area for players dressings should be 40 square metres and 20 square metres for match officials these excluding toilets and showers.



- 39.7.1 Dressing rooms should be private and protected area and should be accessed by team buses, cars and ambulances from which participants can enter or leave the stadium.
- 39.7.2 Dressing rooms for both teams should be of equal size, style and comfort and in conformity with the minimum set by ZIFA Grounds Committee.
- 39.7.3 Dressing rooms should have bench seating for at least twenty five people, should be well ventilated and hygienic and provide for clothing hanging facilities and lockers for twenty five people.
- 39.7.4 Referees dressing rooms should be fitted with clothing hanging facilities, lockers for four people, four chairs or bench seating for four people.
- 39.7.5 The referees' dressing room should have a private accessible toilet and sanitary facilities, should have at least two shower cubicles washing basin urinary and a sink.
- 39.7.6 The dressing rooms should be clearly signposted as follows; Home Team Dressing room, Visitors Dressing Room, doping control room, referees dressing room, first aid room.
- 39.7.7 The tunnel from the dressing rooms should be wide enough and secure for all players and officials.
- 39.7.8 A First Aid room for players, match officials, media, security personnel and VIPs treatment should be situated within the vicinity of dressing rooms and the doors and corridors should be wide enough to allow access for stretchers and wheelchairs.
- 39.7.9 The room should be well ventilated, equipped with the requisite First Aid equipment and material, and enough space for storage.
- 39.8 A Public Address system must be made available at the stadium.
- 39.9 Proper provisions must be made to accommodate spectators with disabilities.
- 39.10 Ticketing and access control points must be able to detect fraud, pilferage, corruption and reduce forgery.
- 39.11 Separate press and media facilities must be provided.
- 39.12 Pitch Protection Area
  - 39.12.1 In order to protect the pitch, the following procedures shall be followed by Players and Officials in the periods immediately before and after a League Match and at half time:
  - 39.12.2 The pitch shall only be used for warming up or warming down by Players named on the provisional team list;
  - 39.12.3. Pre-match warming up by either team shall not commence until 60 minutes before the kick-off time at the earliest, shall not last for more than 45 minutes.
  - 39.12.4 If portable goals are provided they shall be used for all goalkeeping drills other than crossing practice;
  - 39.12.5 The goalmouth area shall be used by goalkeepers only if portable goals are not provided or for crossing practice and then only for not more than 20 minutes;
  - 39.12.6 For the purposes of warming up and warming down each team shall use only part of the pitch between the edge of a penalty area and the half way line or as otherwise directed by the match officials;
  - 39.12.7 No player shall be allowed to use the pitch during half time

- 39.13 Stadium which does not meet minimum required standards on inspection will not be used until they are upgraded to meet the requirements and the home team shall provide alternative venue for its home matches.

### **ORDER 40: MATTERS NOT PROVIDED FOR CHANGES TO THESE RULES**

- 40.1 Matters not provided for in these regulations shall be dealt with in terms of the Statutes of the PSL, and where silent, the statutes of ZIFA, and thereafter, the statutes of CAF and FIFA.
- 40.2 The Congress shall be empowered to amend, alter and add to the regulations at any time during any one season. Such amendments, alterations and additions to these regulations shall be operative 7 days after their promulgation.
- 40.3 The League shall be empowered to institute and authorize a Commission of inquiry into any matter which they may in their sole and absolute discretion, deem necessary or advisable.
- 40.4 Any documentation of whatsoever nature which require to be served on the club, club official or
- 40.5 Player of the League shall be served on such party at the address and/or telefax as supplied to the League by the club in its annual registration.
- 40.6 The PSL Emergency Committee has power to make decisions on matters not provided for in the PSL or ZIFA Statutes.

**SCHEDULE 1****REGULATIONS GOVERNING THE APPLICATION OF THE REGULATIONS  
RELATING TO COMPENSATION, THE SOLIDARITY MECHANISM AND  
STABILITY OF CONTRACTS, THE ENFORCEMENT OF COMPANSETION  
AWARDS AND THE RULES AND PROCEDURES FOR DISPUTE  
RESOLUTION.****CHAPTER I – TRAINING COMPENSATION FOR YOUNG PLAYERS****Principles**

1. For the purpose of calculating compensation the training period starts at the beginning of the season of the player's 12<sup>th</sup> birthday, or at a later age. As the case may be, and finishes at the end of the season of his 23<sup>rd</sup> birthday.
2. Compensation for training is due:
  - 2.1 For the first time, when a player acquired non-amateur status according to the PSL's regulations;
  - 2.2 Afterwards, for every transfer up to the age 23, depending on the player's status, i.e.
    - From amateur to non-amateur status
    - From non-amateur status to non-amateur status
3. Compensation for training is not due:
  - 3.1 For transfer from amateur status to amateur status or for transfers from non-amateur status to amateur status (reacquisition of amateur status), unless the player (re) acquires non-amateur within a period of three years;
  - 3.2 If a club unilaterally terminates a player's contract without just cause, but without prejudice to the compensation due to the previous training clubs.
4. Payment of compensation for training:
  - 4.1 As a general rule, the amount due shall reflect the costs which were necessary to train the player and shall be paid for the benefit of every club which has contributed to the training of the player in question, starting from the age of 12.
  - 4.2 First payment (as mentioned in paragraph 2.1): The amount to be paid is for the benefit of every club which has contributed to the training of the player in question, starting from, the age of 12. The money shall be distributed on a pro-rata basis depending on the full year of proper and proven training, and in relation to the category to which the training clubs belong.
  - 4.3 In the case of subsequent transfers (as mentioned in paragraph 2.2) from clubs belonging to the third or fourth categories (as defined paragraph 6), the new club shall pay the former the costs which it incurred in training the player as well as the training compensation costs which it incurred when registering the player.



- 4.4 In the case of a player moving from a club belonging to the third or fourth categories to a club in a higher category, a cascade principle will apply as defined in **paragraph 12** below.
- 4.5 In the case of a player moving clubs within the same category, a cascade principle will apply as defined in **paragraph 12** below.
- 4.6 In the case of a player moving from a club in the first or second category, the amount of training compensation payable shall be the training cost of the previous club.

### **Calculation parameter**

5. In order to calculate the compensation for training and education costs, the clubs will be categorized in accordance with their financial investments in training players.
6. Four categories shall be established according to the following guidelines

#### **6.1 Category 1**

All Premier Soccer League Clubs

#### **6.2 Category 2**

All first division clubs.

#### **6.3 Category 3**

All 2<sup>nd</sup> division clubs

#### **6.4 Category 4**

All 4<sup>th</sup> division club and below.

The training and education costs per category shall be calculated by multiplying the cost of training one player by an average player factor, the player factor determines the ratio between the number of player who need to be trained to produce professional player.

### **Calculation of compensation for training and education**

7. The compensation for training and education shall be obtained by multiplying the amount corresponding to the category of the training club for which the player was registered by the number of years of training from 12 to 21 years.
8. To ensure that training compensation for every young player is not set at unreasonably high levels, the amount for player aged 12 to 15 years shall be based on the training and education costs for category 4.
9. As general principle, compensation for training is based on the training and deduction costs of the country in which the new club is located.

### **Distribution of the compensation payment**

10. In cases where training compensation is due and payable when a player signs his first non-amateur contract, the amount must be distributed on a pro rata basis according to full years of proper and proven training and in relation to the category to which the training clubs belong.
11. In cases of subsequent transfers from clubs belonging to the third and fourth categories, the new club is to pay the former club the costs which the latter incurred, in training the player as well as the training compensation costs, which later paid when registering the player
12. In the case of a transfer from clubs belonging to the first or the second category, the new club is to pay the former only the costs which the latter incurred in training the player. However, portions of these amounts may have to be allocated among different clubs in the following circumstances:
  - 12.1 For the transfer of a player from a club in the third or fourth category to a club in a higher category, 75% of the amount exceeding the costs of the category of the former club shall be redistributed on a pro-rata basis to all the clubs that have trained the player from the age of 12 onwards.
  - 12.2 For the transfer of a player from a club in the second category to the club in the first category, 50% of the amount exceeding the costs of the category of the former club shall be redistributed on a pro-rata basis to all the clubs that have trained the player from the age of 12 onwards.
  - 12.3 For the transfer between two clubs of the same category, 10% of the amount calculated as described below shall be redistributed on a pro-rata basis to all the clubs that have trained the player from the age of 12 onwards. The following rules apply where:
    - 12.3.1 The player moves from a lower to a higher category: calculated is the average of the training costs for the two categories;
    - 12.3.2 The player from a higher category: calculations based on the training costs of the lower category club;
    - 12.3.3 The player moves from a club in category 1,2 or 3 to a club in category 4: no compensation for training is payable.
    - 12.3.4 If a player's career cannot be traced back to the age of 12, compensation years will be based on category four of the purposes of determining training compensation and the amount will be distributed to ZIFA and be earmarked for training young players.

### **Payment of compensation**

13. The new club shall pay the training clubs the amount calculated as compensation for training and education pursuant to the above rules at

the latest within 30 days of the signature of the first contract and any subsequent transfer, within 30 days of the player's new registration.

14. It is the responsibility of the new club to calculate the amount of the compensation for training and education and the way in which it shall be distributed in accordance with the player's career history. Team player shall, if necessary, assist the new club in discharging this obligation.
15. The Player Status Committee may impose disciplinary measures on clubs or players that do not observe the obligations stipulated in the previous paragraphs. Appeals against the measures may be lodged with ZIFA.

## **CHAPTER II– SOLIDARITY MECHANISM**

### **Principles**

16. If a non-amateur player moves during the course of a contract, a proportion (5%) of any compensation, excluding Value Added Tax paid to the former club will be redistributed as a solidarity contribution to the clubs involved in the training and education of the player concerned over the years. This solidarity contribution shall be apportioned between the clubs concerned according to the age of the player at the time they provided him with education, as follows:

• 12 -	13 Years:	5%
• 13 -	14 Years:	5%
• 14 -	15 Years:	10%
• 15 -	16 Years:	10%
• 16 -	17 Years:	10%
• 17 -	18 Years:	10%
• 18 -	19 Years:	10%
• 19 -	20 Years:	10%
• 20 -	21 Years:	10%
• 21 -	22 Years:	10%
• 22 -	23 Years:	10%

### **Payment of solidarity contribution**

17. The new club shall pay the amount due as a solidarity contribution into the training clubs pursuant to the above provisions at the latest within 30 days of the player's registration.
18. It is the responsibility of the new club to calculate the amount of the solidarity contribution and the way in which it shall be distributed in accordance with the player's career history. The player shall, if necessary, assist new club in discharging this obligation.
19. The Dispute Resolution Chamber may impose disciplinary measures on clubs or players that do not observe the obligations stipulated in the previous paragraphs. Appeals against these measures may be lodged with ZIFA.

## **CHAPTER III – STABILITY CONTRACTS**



20. A player is entitled to terminate his contract with his club unilaterally for sporting just cause where he can show at the end of the season that he was fielded in less than 10% of the official matches played by his club.

The existence of such sporting just cause can be established on a case by-case basis and shall depend on the particular circumstances of the player (including but not limited to injury, suspension, player's field position, position in the team (e.g. reserve goal keeper, player's age, reasonable expectations on the basis of past career, etc.)

21. A club wishing to engage the services of a player who is at present under contract with another club shall be obliged to inform the club and the player before commencing negotiations with either of them.
22. For any violations of the foregoing obligation, the offending club will be subject to a fine of at least \$10,000-00.
23. Such a fine can be imposed by ZIFA. Appeals against any decision to impose a fine may be lodged with ZIFA.

#### **CHAPTER IV – ENFORCEMENT OF COMPENSATION AWARDS**

24. The part responsible for breach of contract shall be obliged to pay the sum of compensation determined by the Dispute Resolution Chamber.
25. If the party responsible for the breach has not paid the sum of compensation within one month, disciplinary measures may be imposed by the Dispute Resolution Chamber.
26. If a player is registered for a new club and has not paid the sum of compensation within the one month time limit referred to above the new club shall be deemed jointly responsible for payment of the amount of compensation.
27. If the new club has not paid the sum of compensation within one month of having become jointly responsible with the player pursuant to the previous paragraph, disciplinary measures may be imposed by the Dispute Resolution Chamber. Appeals against these measures may be lodged with ZIFA.

Signed \_\_\_\_\_

**Chief Executive Officer**

Signed \_\_\_\_\_

**Chairman**