

The Football Association of Wales - Governing Body Endorsement Requirements for Men's Football

THE FOOTBALL ASSOCIATION OF WALES MEN'S FOOTBALL - POINTS BASED SYSTEM 2023/2024 SEASON

The Regulations and criteria set out in this document will apply for the 2023/24 season and will be effective from 13 June 2023. The criteria will be reviewed across the 2023-24 season in order for revised criteria to be issued in advance of the summer transfer window in 2024.

For any queries regarding these criteria or the application process, please contact Adam Squire (Player Registrations Department) at asquire@faw.cymru (or registrations@faw.co.uk) or on +44 (0) 7827 157 871.

The FAW is the approved governing body for Football in Wales. The FAW has the ability (subject to other requirements being met) to issue a Governing Body Endorsement for a player, coach or manager who is intended to participate in any of the following:

- any match that has been organised and/or sanctioned by the FAW, FIFA or UEFA;
- any match that has been organized by either The FA Premier League, The English Football League, The Cymru Premier League, Cymru North and Cymru South Leagues and that has also been sanctioned by The FAW; or
- any match or category of match whereby consent of the FAW has been given for that player, coach or manager's club to play.

Please note that this guidance should be reviewed in conjunction with the relevant advice issued by the Home Office. The FAW is not registered to give advice on immigration routes or processes or to advise on an individual's immigration status and clubs should fully apprise themselves of their duties and responsibilities as sponsors. Information on aspects of immigration policy and law can be found on the Home Office website at www.gov.uk/browse/visas-immigration. You may also wish to seek advice from an Office of the Immigration Services Commissioner (OISC) registered advisor or someone who is appropriately qualified but otherwise exempt from such a registration requirement, for example, a qualified solicitor. The UK Visas and Immigration Centre can be contacted on 0300 123 2241.

If a club is seeking a GBE during a transfer window, any application should be submitted to the FAW by midday on the relevant transfer deadline day (at the latest) in order for the FAW to process the application that day. If a club signs and registers a Player who does not have a GBE, it should do so in the knowledge that the Player may not be granted a GBE if his application does not comply with the terms of these criteria and the Player may not be able to undertake any employment duties for the applicant club. Clubs are also advised to allow sufficient time for entry clearance or permission to stay to be granted. The time taken may vary depending upon where the player is making his application from. A guide to visa processing times is available on the Home Office website at: www.gov.uk/visa-processing-times.

Please note that an individual's personal and immigration history may be taken into account when their application is being considered.

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Consideration will be given to the following when applying the criteria: injury; a period of maternity or paternity leave; serious illness or any legitimate medical reasons; suspension; international duty; bereavement; or family crisis.

In order to obtain the GBE, the individual must not be subject to a provisional suspension or any unexpired period of ineligibility from playing and/ or coaching activities in any jurisdiction as a result of being charged with or found guilty of a corruption offence and/ or a doping offence and/ or another misconduct.

Clubs are reminded the onus is on them to ensure they are acting legally within the Immigration Rules and they must ensure any individual they wish to employ holds the right to work in the UK. Further information regarding a sponsor's duties can be found here:

- <https://www.gov.uk/government/collections/sponsorship-information-for-employers-and-educators>
- <https://www.gov.uk/government/publications/right-to-work-checks-employers-guide>

Please see the Glossary on page 17 for definitions of the terms used in this document.

GOVERNING BODY ENDORSEMENT REQUIREMENTS

GBE STATUS

1. These Regulations will apply to players registering for Welsh Clubs save that, subject to the proviso below these Regulations will not apply to a Player registering for a Welsh Club participating in competitions under the jurisdiction of The Football Association ("The FA"). For the avoidance of doubt players registering for these clubs will be subject to the relevant Regulations of The FA which the FAW will apply.
2. A club must obtain a GBE from the FAW before a migrant is permitted to undertake any employment duties for the club (including participation at training and in friendly matches). A migrant can register for a club without a GBE but, in order to play/ manage any football or undertake any employment duties for the club (e.g. participation at training and in friendly matches), he must have obtained a GBE, been assigned a Certificate of Sponsorship by that club and secured permission to stay under the International Sportsperson route (ISP) of the PBS (subject to satisfying any other eligibility requirements of the FAW and any competitions the club participates in).
3. If an individual undertakes any employment duties for the club without satisfying the eligibility criteria in paragraph 2 above this will be a breach of these Regulations and a breach of the FAW Rules and the individual and the club for whom that individual undertakes employment duties will have committed a disciplinary offence. In those circumstances the FAW will impose whatever sanction it deems appropriate in accordance with FAW Rule 46.
4. If an individual plays in an Official Match without satisfying the eligibility criteria as referred to in paragraph 2 above this will be a breach of these Regulations and the FAW Rules and the individual and the Club for whom that individual appears will have committed a disciplinary offence. In these circumstances the FAW will impose whatever sanction it considers appropriate in accordance with Rule 46 of the FAW Rules and which, for the avoidance of any doubt, may include whatever measures are necessary to rectify the sporting consequences of such breach.
5. If an individual provides managerial or coaching services in an Official Match without satisfying the eligibility criteria as referred to in paragraph 2 above this will be a breach of this Regulation and the FAW Rules and the individual and the Club for whom that individual provides the services will have committed a disciplinary offence. In these circumstances the FAW will impose whatever sanction it considers appropriate in accordance with Rule 46 of the FAW Rules which, for the avoidance of any doubt, may include whatever measures are necessary to rectify the sporting consequences of such breach.
6. A club can apply for a GBE for a migrant at any time during the Season. In order to apply for a GBE, a club must hold a valid Sponsor's Licence under ISP of the PBS. In order to apply for and obtain a valid Sponsor's Licence, a club must have obtained an endorsement letter for a Sponsor's Licence from the FAW. If a Club's Sponsor's Licence is revoked, any migrant who has obtained a GBE in order to play for/

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manage the Club may have his permission curtailed and may have to make a change in employment application which must be granted before the migrant can undertake any employment duties for the new club.

7. FAW Governing Body Endorsements will only be issued to Clubs in membership of either The FA Premier League, The English Football League, The Cymru Premier League, Cymru North, and Cymru South Leagues. Clubs in other leagues within the men's Pyramid League System and associated Reserves and Youth Leagues are considered amateur only and are therefore not subject to the requirements of these Regulations.
8. If the FAW grants an application for a GBE for a migrant in accordance with these criteria, the club is permitted to assign a Certificate of Sponsorship to the migrant for the period covered by the GBE. The GBE must be presented to the Home Office when the club applies for entry clearance on behalf of a migrant, which must be done within 3 months of a Certificate of Sponsorship being assigned. Any Certificate of Sponsorship and a copy of the migrant's biometric residence permit must be submitted to the FAW by the club within 3 months of being assigned. Clubs must keep a copy of the relevant page of the migrant's passport evidencing their entitlement to work and contact details for the migrant, which must be provided to the FAW upon request. The club will also have to comply with any other criteria set by the Home Office in order to secure permission to stay under ISP of the PBS.
9. A GBE under ISP of the PBS will be granted for three years or the length of the migrant's contract (whichever is shorter). A migrant will not be eligible to play for/ manage the club beyond the expiry date of the GBE unless the club has applied for and obtained an Extended GBE before the existing GBE has expired in accordance with these criteria and the PBS.

Extensions to or transfers of a GBE

10. A migrant who has been granted a GBE under ISP (short term) of the PBS can apply (in country) to transfer to a GBE under ISP (long term) of the PBS., If a migrant is applying under ISP (long term) they must meet the English language requirement of the Immigration Rules (i.e., provide a pass certificate, or other written confirmation containing an appropriate reference number, from an accredited English language test centre).
11. If a Club wishes to retain the services of a migrant beyond the period of their FAW Governing Body Endorsement, the Club must send a new application before the migrant's permission to stay expires. If the criteria are satisfied, an Extended GBE under ISP of the PBS can be obtained for three (3) years or the length of the migrant's contract (whichever is shorter). Where the migrant does not satisfy the criteria, the FAW will consult with the other Relevant Football Bodies by email, providing any details put forward by the Club in favour of that individual. If it is their unanimous recommendation that the application does not need to be considered by a panel, then the case can be processed without.

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12. If the Relevant Football Bodies do not unanimously agree to the renewal, then the Club may request that it be considered by a panel.
13. A Club wishing to sign a migrant who has been granted a FAW Governing Body Endorsement through another Club must send a new application for a governing body endorsement to the FAW. If the criteria are satisfied, a FAW Governing Body Endorsement will be issued for a maximum of three (3) years in respect of their employment with the new Club. If the criteria are not satisfied, the FAW will consult with the Relevant Football Bodies by email, providing any details put forward by the Club in favour of the migrant, such as their appearance record for that Club and details of how far they meet the criteria. If it is their unanimous recommendation that the application does not need to be considered by a panel, then the case can be processed without. If any party expresses concern about the application, an appeal panel will be required.
14. If a migrant is intending to change employer, their new employer must request a new FAW Governing Body Endorsement. The endorsement can be issued for the length of the contract or to the maximum period permitted within the category, whichever is the shorter. The new employer must assign a new certificate of sponsorship to the migrant to allow them to apply to the Home Office for new permission to stay. Permission to stay must be granted before the migrant can start work with the new employer.
15. The club must inform the Home Office within 10 days if a Player:
 - a) does not turn up for employment;
 - b) is absent for more than 10 working days without permission;
 - c) has his contract terminated during the period that a GBE is effective;
 - d) is no longer sponsored by the club for any other reason; or
 - e) experiences significant changes in his circumstances (such as a change in job title, salary or location of employment).
16. The club must also inform the Home Office if there is a change of circumstances at the club within 20 working days. A change in circumstances might include changes of name, address or contact details, changes in structure (including mergers, takeovers and de-mergers), changes in financial circumstances (such as administration, receivership, company voluntary arrangement, debt arrangement scheme, liquidation or sequestration).

Temporary Transfers/Loans

17. Loans are only permissible within the migrant's current period of approval and should not be used to avoid making extension or change of employment applications.
18. If a Player is loaned from a Welsh Club to another Welsh Club (a "Domestic Loan"), no GBE application will be required by the loanee club. If a Domestic Loan is made permanent, the new club will be required to submit an application for a GBE (which must comply with the requirements set out in these criteria). If the GBE is granted,

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the player will need to make a change of employment application. Provided the Domestic Loan continues until the date on which the change of employment application is granted, the Player can continue to play for the new club in the interim period

19. If a migrant who has been granted a GBE in accordance with these criteria is moving to another Club, (either in the UK or abroad) on a loan basis during the period of validity of the GBE, the migrant's parent Club must notify the Home Office of the temporary transfer and the change of location via the Sponsor Management System within ten (10) working days (regardless of the jurisdiction in which the loanee club is based).
20. For the duration of the loan period, the loaning Club retains overall responsibility for the migrant as his employer and sponsor and the migrant is granted permission to move temporarily under the provisions of his current permission, provided that the Certificate of Sponsorship assigned by the loaning Club is valid for the duration of the loan period. This means that where the loan is to another Club within Wales, neither the parent Club nor the loaning Club has to send a new application for a governing body endorsement to the FAW. Where the loan is to a Club within another Home Association, or another National Association, the migrant will have to satisfy that association's governing body endorsement process.
21. When the migrant returns to their parent Club after the loan period, the migrant does not need to be assessed again against the entry criteria and may simply resume their employment with their original Club (provided that their FAW Governing Body Endorsement remains valid beyond the date of their return), on the basis that the migrant has an existing Certificate of Sponsorship and has already met the entry requirements at the beginning of their employment with that Club.
22. Any migrant joining a Welsh Club on loan from an overseas Club (outside the UK) must meet all the requirements of ISP and therefore an application must be submitted to the FAW. International loan migrants are also subject to appeal panels if they do not meet the criteria.
23. GBEs will not be issued in respect of migrants who are trialling with a Welsh Club. If a Club wishes to trial a migrant, it should contact the Home Office.

APPLICATION PROCESS

24. An administration fee of £100 will be charged for each application for a FAW Governing Body Endorsement issued.

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25. A club must submit an application for a GBE to the FAW Player Registrations Department along with any evidence in support of the application, including but not limited to:
- a) A duly complete application form (Separate forms for Players and Managers are available to clubs on request).
 - b) If the Player is not already registered for the Club, an application for registration of said Player in accordance with FAW Rules and/or Regulations.
 - c) Written evidence to support any claim made by the applicant club that a Player was Unavailable for Selection for a particular match, including the reason(s).
 - d) If the Player is not a Youth Player, written evidence to support any claim made by the applicant club that exceptional circumstances prevented the Player from achieving 15 points (where appropriate, in accordance with paragraph 32).
 - e) Written evidence to support any claim made by the applicant club that a Youth Player has significant potential and is of sufficient quality to enhance the development of the game in Wales and justify the Exceptions Panel recommending that a GBE be awarded (where appropriate, in accordance with paragraph 36).
 - f) If a Manager, written and any other evidence to support any application.
26. Migrants applying to come to the UK under either of the sporting categories above need to be sponsored by an organisation that has a sponsor licence under ISP.
27. An organisation wishing to sponsor such migrants must have a sponsor licence. Before applying to the Home Office for a license an organisation must be endorsed by the FAW. This endorsement confirms to the Home Office that the application for a licence is from a genuine football club (or equivalent) that has a legitimate requirement to bring migrants to the UK as sportspeople. Once licensed, an organisation can assign certificates of sponsorship to a sportsperson or coach with a job offer that allows them to apply for entry clearance or permission to stay in the UK. Each individual must also have a personal endorsement from the FAW before an organisation assign's the certificate of sponsorship.
28. The FAW will work within the Home Office code of practice for sports governing bodies and must comply with any immigration regulations, UK legislation and the principles of the Points Based System as detailed on the GOV.UK website.
29. If a Club prematurely ceases to employ a migrant who has a certificate of sponsorship, the Club must inform the Home Office.

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30. Where a Club wishes to make significant changes to the terms and conditions of the migrant's contract, for instance to improve their salary or length of contract part-way through the approved period, the Club should notify the Home Office of this.
31. If a new application is required and the endorsement requirements are not met, the club must submit a summary of the migrant's domestic club appearances over the previous 12 months as well as any other information which the club deems to be relevant to its application. The FAW will at that stage consult with Relevant Football Bodies by email and in doing so will provide any details put forward by the club in support of the application. When considering the application and deciding whether the application should be granted, the FAW and the Relevant Football Bodies shall consider the information put forward by the club as well as any other information which they deem to be relevant in their absolute discretion which indicates whether the migrants remains of sufficient quality to be awarded a governing body endorsement. If a majority of the FAW and the Relevant Football Bodies recommend that a governing body endorsement should be granted, a Governing Body Endorsement will be issued. If a majority recommendation for approval is not given, a governing body endorsement will not be granted.

PLAYER'S CRITERIA

32. All Players shall be assessed in accordance with paragraphs 42-53.
33. The FAW will grant a GBE if the Player's International Appearances meet the Auto Pass Percentage set out in Table 1 of the criteria.
34. If a Player is not granted a GBE in accordance with paragraph 33 above, the FAW will grant a GBE if a Player achieves 15 or more points in accordance with paragraphs 42-53.
35. The Club may request that an Exceptions Panel consider the application if:
 - a) a Player achieves between 10 and 14 points in accordance with paragraphs 42-53 and if the Player is not a Youth Player, the Club can evidence that exceptional circumstances prevented the Player from achieving 15 points; or
 - b) If the Player is a Youth Player, the Club can evidence that the Youth Player shows significant potential and is of sufficient quality to enhance the development of the game in Wales.
36. If the Club requests an Exceptions Panel, the procedure in paragraphs 57-68 shall apply.
37. If a Player is not granted a GBE in accordance with paragraph 33, 34 or paragraphs 57-68, he will have no further opportunity to apply for a GBE in the same transfer window unless his circumstances change and will not be eligible to play for the applicant club.

Calculations

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38. If a Player has played for two (or more) clubs during the Reference Period, or a Player is or has been a Free Agent during the Reference Period, the Player's Continental Minutes, Player's Domestic Cup Minutes and Player's Domestic Minutes (each, the "**Minutes**") will be calculated in accordance with paragraphs 39-40 below.
39. For each of the Minutes criteria, the applicant club should calculate a weighted average as follows:
- Calculate the number of days during the Reference Period the Player has been registered for each/any club or no club (as appropriate).
 - Calculate the percentage of the overall Reference Period that each of those periods of time represents.
 - Calculate the percentage of Minutes played as a proportion of the total Available Continental Minutes, Available Domestic Cup Minutes or Available Domestic Minutes (respectively).
 - Multiply each of the numbers at (b) by their corresponding number at (c).
 - Add each of the numbers at (d) to find the weighted average value for the Minutes.
40. If only one of the clubs played in a Continental Competition, the Player's Continental Minutes shall be the percentage the Player played in for that club.
41. If the calculation of a Player's International Appearances, Player's Domestic Minutes, Player's Domestic Cup Minutes or Player's Continental Minutes (or any other percentage) results in:
- a decimal number of .5 or higher, the number will be rounded up to the next whole number; or
 - a decimal number of lower than .5, the number will be rounded down to the next whole number.

Player's International Appearances

42. A Player shall be granted the number of points set out in Table 1 in respect of the Player's International Appearances.

Table 1					
	Aggregated FIFA World Ranking of the Player's National Association				
Player's International Appearances	1-10	11-20	21-30	31-50	51-200
90-100%	Auto Pass	Auto Pass	Auto Pass	Auto Pass	2
80-89%	Auto Pass	Auto Pass	Auto Pass	Auto Pass	1
70-79%	Auto Pass	Auto Pass	Auto Pass	Auto Pass	0
60-69%	Auto Pass	Auto Pass	Auto Pass	10	0
50-59%	Auto Pass	Auto Pass	10	8	0
40-49%	Auto Pass	Auto Pass	9	7	0
30-39%	Auto Pass	10	8	6	0
20-29%	10	9	7	0	0
10-19%	9	8	0	0	0
1-9%	8	7	0	0	0

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Player's Domestic Minutes

43. A Player shall be granted the number of points set out in Table 2 in respect of the Player's Domestic Minutes.
44. A Youth Player shall be granted the number of points set out in the final row of Table 2 if he made his first appearance (on the pitch) for the senior team of a club during the Reference Period.

Table 2						
Player's Domestic Minutes	Band 1	Band 2	Band 3	Band 4	Band 5	Band 6
90-100%	12	10	8	6	4	2
80-89%	11	9	7	5	3	1
70-79%	10	8	6	4	2	0
60-69%	9	7	5	3	1	0
50-59%	8	6	4	2	0	0
40-49%	7	5	3	1	0	0
30-39%	6	4	2	0	0	0
20-29%	0	0	0	0	0	0
10-19%	0	0	0	0	0	0
1-9%	0	0	0	0	0	0
Debut for Youth Player	6	5	4	3	2	1

45. If a Player is eligible for points in multiple columns of Table 2, including where:
- the Player has played in two domestic league competitions during the Reference Period;
 - a Youth Player made his first appearance in more than one band during the Reference Period; or
 - a Youth Player has made his first appearance for the senior team of a club during the Reference Period but has also played in a sufficient percentage of minutes to be eligible for points elsewhere,

the Player shall be granted the higher of the points he is eligible for in Table 2.

Player's Continental Minutes

46. A Player shall be granted the number of points set out in Table 3 in respect of the Player's Continental Minutes.

Table 3			
Player's Continental Minutes	Band 1 Continental Competition	Band 2 Continental Competition	Band 3 Continental Competition
90-100%	10	5	2
80-89%	9	4	1
70-79%	8	3	0
60-69%	7	2	0
50-59%	6	1	0

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40-49%	5	0	0
30-39%	4	0	0
20-29%	0	0	0
10-19%	0	0	0
1-9%	0	0	0

Final League Position of Player's Last Club

47. A Player shall be granted the number of points set out in Table 4 in respect of the Final League Position of the Player's Last Club, provided (i) the Player appeared on the matchday squad list for the Player's Last Club for at least one match in its domestic league competition or (ii) the value of the Player's Domestic Cup Minutes was at least 1%, during the Last Season.

Table 4						
Last Club's Final League Position	Band 1	Band 2	Band 3	Band 4	Band 5	Band 6
Title winner	6	5	4	3	2	1
Qualified for group stages of a Band 1 Continental Competition / league conference winner*	5	4	3	2	1	0
Qualified for qualifiers of a Band 1 Continental Competition	4	3	2	1	0	0
Qualified for group stages of a Band 2 Continental Competition	3	2	1	0	0	0
Qualified for qualifiers of a Band 2 Continental Competition	2	1	0	0	0	0
Mid-table	1	0	0	0	0	0
Relegation	0	0	0	0	0	0
Promotion	N/A	1	1	1	1	1

* Applicable where the Last Club (a) wins part of a split league/season format competition and (b) by virtue of that win, qualifies for a Continental Competition. For example, the winner of the Eastern or Western Conference in the USA's Major League Soccer competition.

48. For the avoidance of doubt, a Player shall only be granted the higher of the points he is eligible for in Table 4.

Continental Progression of Player's Last Club

49. A Player shall be granted the number of points set out in Table 5 in respect of the Continental Progression of the Player's Last Club, (i) the Player appeared on the matchday squad list for the Player's Last Club for at least one match in its domestic league competition or (ii) the value of the Player's Domestic Cup Minutes was at least 1%, during the Last Season. If the relevant Continental Competition is knock-out only, the Player will be awarded the points listed for group stage in Table 5 for any round prior to the Round of 32.

Table 5

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Continental Progression	Band 1 Continental Competition	Band 2 Continental Competition	Band 3 Continental Competition
Final	10	7	2
Semi-Finals	9	6	1
Quarter-Finals	8	5	0
Round of 16	7	4	0
Round of 32	6	3	0
Group stage	5	2	0
Other	0	0	0

50. For the avoidance of doubt, a Player shall only be granted the higher of the points he is eligible for in Table 5.

League Quality of Player's Current Club

51. A Player shall be granted the number of points set out in Table 6 in respect of the band of the Player's Current Club, (i) the Player appeared on the matchday squad list for the Player's Last Club for at least one match in its domestic league competition or Continental Competition or (ii) the value of the Player's Domestic Cup Minutes was at least 1%, during the Reference Period.

Table 6	
Band of Player's Current Club	Points
Band 1	12
Band 2	10
Band 3	8
Band 4	6
Band 5	4
Band 6	2

52. If a Player has been loaned to a club in a lower band than his parent club and has made a first team appearance (on the pitch) for his parent club during the Reference Period, he shall be granted the higher of the points he would have been eligible for in accordance with Table 6 if his parent club was the Player's Current Club.

Points Allocated for Investment

53. A Player shall be granted the number of points set out in Table 7 in respect of the salary paid in relation to League Median Average

Table 7	
Salary (% above median for relevant league)	Points
50% above median	1
60% above median	2
70% or more above median	3

MANAGER'S AND FIRST TEAM COACH'S CRITERIA

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54. Governing body endorsements will be available for migrants if they meet the following criteria:
- a) Managers and first team coaches must have Overall Responsibility for first team selection. Joint or partial responsibility for first team selection does not meet the criteria.
 - b) The Manager or first team coach must:
 - i. hold a UEFA professional licence or equivalent; or
 - ii. have Managed or coached in a league at Band 1 to Band 5 for at least two of the last five years; or
 - iii. have Managed or coached an international team with an Aggregated FIFA World Ranking of 70th or higher for at least two of the last five years.
55. If a Manager is not granted a GBE in accordance with paragraph 54 above, the Club may request that an Exceptions Panel consider the application. If the Club requests an Exceptions Panel, the procedure in paragraphs 57-68 shall apply.
56. If a Manager is not granted a GBE in accordance with paragraph 54 or 57-68, he or she will have no further opportunity to apply for a GBE unless his or her circumstances change and will not be eligible to be the Manager for the applicant club.

EXCEPTIONS PANELS

57. Where an application does not meet the published criteria, a club may lodge a written request with the FAW Chief Executive Officer for an Exceptions Panel to consider the migrant's skills and experience. In the case of a Player, a Club may only request an Exceptions Panel on the provision that paragraph 35 has been satisfied.
58. Where possible the club's supporting evidence will be sent to the FAW and other football bodies in advance for their consideration in order to allow an informed decision.
59. The three person Exceptions Panel will be appointed by the FAW Chief Executive Officer and shall normally consist of an independent legally qualified chairperson along with two panel members with sufficient experience at the top level of football. The FAW will endeavour to ensure there are no conflicts of interest between the panel members and the applicant club. If the applicant club wishes to object to the involvement of any of the independent experts it must do so in writing at least two Business Days before the Exceptions Panel hearing explaining their reasons for the objection. Such objection will be considered by the independent chairperson and/or the FAW as appropriate.
60. The panel's terms of reference for are:
- a) to consider whether the player, manager or first team coach is of the highest calibre; and

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- b) to consider whether the player, manager or first team coach is able to contribute significantly to the development of the game at the top level in Wales

61. The Exceptions Panel will be conducted in accordance with these Regulations. Panel procedure is available on request.
62. Clubs should note that, in respect of any application, there will only be one panel available (i.e. a panel and recommendation, followed by a decision). A club should therefore ensure that all evidence it wishes to present in support of its application is presented to the panel.
63. In the case of a Manager, the Exceptions Panel shall only recommend to the FAW that a GBE be granted if it is satisfied that the Manager is of the highest calibre and is able to contribute significantly to the development of the game at the top level in Wales.
64. The Exceptions Panel will make its decision, based on the paper submitted to it, at an in-person or virtual meeting at which the FAW will provide the appropriate secretarial support. Each Panel Member has one vote, and the decision will be made by a simple majority, with the independent chairperson having a casting vote.
65. If the Exceptions Panel recommends to the FAW that a GBE be granted, the FAW will consider whether to grant a GBE (but is under no obligation to do so).
66. Written reasons for the decision will be supplied by the Exceptions Panel to the applicant club within seven (7) Business Days of the date of the hearing.
67. The decision of the Exceptions Panel is final and binding and there will be no further opportunity for appeal.
68. The cost of an application that is referred to a Exceptions Panel will be £1000.00 plus VAT which must be paid by the Club at the point of making the request for an Exceptions Panel under Paragraph 57. Each party will meet its own costs of appeal.

MISCELLANEOUS

69. Any breach of these Regulations will be a disciplinary offence under the FAW Rules and any charge or sanction against any Club or individual bound by this Regulation will be in accordance with the procedures set out in Section E of the FAW Rules.
70. Nothing in this Regulation will restrict or limit the scope of any Disciplinary Offence under FAW Rule 38.1.

GLOSSARY

Where the context so requires, capitalised or defined words or phrases used in this Regulation have the same definition and meaning set out in the FAW Rules. Any reference to an FAW Rule or Regulation in this document will automatically include any amendments or additions to that Rule and Regulation that may be made by the FAW from time to time.

In the Regulations the following words and expressions have the following meanings:

Aggregated FIFA World Rankings means the aggregated rankings list for senior men's international teams over the International Reference Period. The FAW will produce the aggregated two-year rankings list on a monthly basis when the FIFA World Rankings are published. These will be made available on www.faw.cymru.

Available Continental Minutes means the total number of minutes (including, for the avoidance of doubt, any injury time or added time) played by the Player's club in a Continental Competition during the Reference Period, minus the number of minutes that the Player was Unavailable for Selection. If the Player has played for two (or more) clubs during the Reference Period, the Available Continental Minutes for each club should be calculated by reference to the period of time the Player was registered (or on loan) for each club during the Reference Period.

Available Domestic Cup Minutes means the total number of minutes (including, for the avoidance of doubt, any injury time or added time) played by the Player's club in a Domestic Cup during the Last Season, minus the number of minutes that the Player was Unavailable for Selection. If the Player has played for two (or more) clubs during the Last Season, the Available Domestic Cup Minutes for each club should be calculated by reference to the period of time the Player was registered (or on loan) for each club during the Last Season. For the purposes of paragraph 51 (*League Quality of Player's Current Club*), Available Domestic Cup Minutes shall be calculated by reference to the Reference Period rather than Last Season.

Available Domestic Minutes means the total number of minutes (including, for the avoidance of doubt, any injury time or added time) played by the Player's club in its domestic league competition during the Reference Period, minus the number of minutes that the Player was Unavailable for Selection. If the Player has played for two (or more) clubs during the Reference Period, the Available Domestic Minutes for each club should be calculated by reference to the period of time the Player was registered (or on loan) for each club during the Reference Period.

Available International Matches means the total number of matches played by the Player's National Association in Senior Competitive International Matches during the International Reference Period, minus the number of matches that the Player was Unavailable for Selection. If less than 30% of the matches played by the Player's National Association during the International Reference Period were Senior Competitive International Matches, Available International Matches shall also include International Friendlies.

Auto Pass Percentage means the percentage set out in Table 1 of this criteria.

B Team means a secondary team of a club which plays in a lower domestic professional division within the same league structure as the club's first team.

Band 1 means the English Premier League, the Bundesliga, La Liga, Serie A and Ligue 1.

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Band 1 Continental Competition means the UEFA Champions League and the Copa Libertadores.

Band 2 means the Portuguese Primeira Liga, Eredivisie, Belgian First Division A, the Turkish Super Lig and the English Championship.

Band 2 Continental Competition means the UEFA Europa League and the Copa Sudamerica.

Band 3 means Campeonato Brasileiro Série A, Primera División of Argentina, Liga MX, the USA's Major League Soccer and the Scottish Premiership.

Band 3 Continental Competition means any continental competition which is not a Band 1 Continental Competition or Band 2 Continental Competition.

Band 4 means the Czech First League, Croatian First Football League, the Swiss Super League, La Liga 2, Bundesliga 2, Ukrainian Premier League, the Greek Superleague, the Colombian Categoría Primera A, the Austrian Football Bundesliga, the Danish Superliga, Russian Premier League and Ligue 2.

Band 5 means the Serbian SuperLiga, the Polish Ekstraklasa, the Slovenian PrvaLiga, the Chilean Primera División, the Uruguayan Primera División, the Swedish Allsvenskan division, the Norwegian Elitserien division, the K League, the J League, the Hungarian Nemzeti Bajnokság I, and Serie B.

Band 6 means all leagues not in Band 1, Band 2, Band 3, Band 4 or Band 5.

Certificate of Sponsorship means a certificate assigned to a Player pursuant to a club's Sponsor's Licence.

Continental Competition means a Band 1 Continental Competition, a Band 2 Continental Competition or a Band 3 Continental Competition.

Continental Progression means the progress made by the Player's Last Club in a Continental Competition in the Last Season.

Current Club means:

- 1) the Player's Last Club, if the application for a GBE is made after the club the Player plays for as at the date of the application has completed its season; or
- 2) the club the Player is playing for as at the date the application is made, if the application for a GBE is made before the club the Player plays for as at the date of the application has completed its season (i.e. mid-season).

If the Player is a Free Agent, the Player's Current Club is the club the Player played in the half of the season immediately before the date the application is made. If the Player is a Free Agent and was not registered for any club in the half of the season immediately before the date the application is made, he shall not be granted any points for the criteria which adopt this definition.

Domestic Cup means any domestic cup competition which is open to clubs in the country's top domestic division and provides a route for qualification to a Band 1 Continental Competition or Band 2 Continental Competition.

Exceptions Panel means a panel appointed by the FAW to consider an application for a GBE in accordance with paragraphs 57-68.

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Extended GBE means a new GBE applied for by a Club in respect of a Player who has already received a GBE for that Club which is due to expire.

The FAW means The Football Association of Wales.

FIFA means the Fédération Internationale de Football Association.

Final League Position means the final league position of the Player's Last Club at the end of the Last Season. If the Last Season did not finish but a final league table was compiled, the Last Club's league position shall be taken from that final league table.

Free Agent means a Player who is not registered for any club as at the date that the application for a GBE is made.

GBE means Governing Body Endorsement.

International Friendlies means any match played by the National Association's senior team which is not a Senior Competitive International Match.

International Reference Period means the twenty four months prior to the date of the application for a GBE.

ISP means the International Sportsperson route.

ISP (long term) means an application for a period of stay exceeding 12 months.

ISP (short term) means an application for a period of stay of 12 months or less.

Last Club means the club the Player played for in the Last Season. If the Player played for two (or more) clubs during the Last Season, the Player's Last Club is the club the Player played for at the end of the Last Season. If the Player is a Free Agent and was not registered for any club at the end of the Last Season, he shall not be granted any points for the criteria which adopt this definition.

Last Season means the last full season prior to the date of the application for a GBE.

League Median Average means the median average basic salary across the league in which the Player is seeking to register. This is calculated from time to time by the Association and is based on a sample from the immediately preceding Season.

Loans means temporary transfers which do not extend beyond the end of the season in which the registration is temporarily transferred.

Managed means the Manager has been first team manager or first team head coach and, in that role had Overall Responsibility.

Manager means any first team manager or first team head coach who is not a citizen of the United Kingdom or Ireland and has not acquired permanent residence in the United Kingdom, been granted pre-settled status or settled status under the EU Settlement Scheme or who is not eligible to apply to the EU Settlement Scheme (and has until 30 June 2021 to do so).

Overall Responsibility means ultimate responsibility and decision making authority for the first team and first team selection. For the avoidance of doubt, Overall Responsibility does not mean sole responsibility for the first team and first team selection. A Manager can have

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Overall Responsibility even where he or she is advised or assisted by others (for example, assistant managers or assistant first team coaches).

National Association means a football association that is a member of, and recognised by, FIFA.

PBS means the Home Office Points Based System.

Player means any player who is not a citizen of the United Kingdom or Ireland and has not acquired permanent residence in the United Kingdom, been granted pre-settled status or settled status under the EU Settlement Scheme and who is not (and will not become) eligible to apply to the EU Settlement Scheme (and who has until 30 June 2021 to do so).

Player's Domestic Cup Minutes means the percentage of Available Domestic Cup Minutes the Player played in. If the Player has played for two (or more) clubs during the Last Season, the Player's Domestic Cup Minutes shall be calculated for each club and an average of those percentages should then be calculated. For the purposes of paragraph 51 (*League Quality of Player's Current Club*), Available Domestic Cup Minutes shall be calculated by reference to the Reference Period rather than Last Season.

Player's Domestic Minutes means the percentage of Available Domestic Minutes the Player played in. If the Player has played for two (or more) clubs during the Reference Period, the Player's Domestic Minutes shall be calculated for each club and an average of those percentages should then be calculated.

Player's Continental Minutes means the percentage of Available Continental Minutes the Player played in. If the Player has played for two (or more) clubs during the Reference Period, the Player's Continental Minutes shall be calculated for each club and an average of those percentages should then be calculated. If only one of the clubs played in a Continental Competition, the Player's Continental Minutes shall be the percentage the Player played in for that club.

Player's International Appearances means the percentage of Available International Matches the Player played in.

Player's National Association means the National Association the Player plays for, or has declared for, as at the date of the application for a GBE.

Reference Period means the twelve months prior to the date of the application for a GBE.

Relevant Football Bodies means a representative of the league in which the Player plays in or will play in if the applicable for a GBE is successful.

Season means the period from June to May. This may vary slightly from season to season depending on the arrangement of the first and last match.

Senior Competitive International Matches means any match played by the National Association's senior team in the following tournaments:

- 1) FIFA World Cup Finals;
- 2) FIFA World Cup Qualifying Groups; and
- 3) Continental Cup Qualifiers and Finals, including but not limited to:
 - a. UEFA European Championships and Qualifiers;
 - b. UEFA Nations League Groups and Final Stages;
 - c. CAF African Cup of Nations and Qualifiers;

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- d. AFC Asian Cup and Qualifiers;
- e. CONCACAF Nations League and Qualifiers;
- f. CONCACAF Gold Cup;
- g. CONCACAF Copa Caribe;
- h. UNCAF Nations Cup;
- i. CONMEBOL Copa America; and
- j. OFC Nations Cup.

Sponsor's Licence means a licence obtained from the Home Office under the PBS.

Unavailable for Selection means the player was not available to play due to injury, on-field suspension or any other circumstances which would prevent the player from physically entering the field of play. For the avoidance of doubt, a player may not be classed as injured (and therefore Unavailable for Selection) if he was listed as a substitute in a match and was not used and such matches may not be eligible for exclusion when calculating the Available Minutes (as applicable). In international competitions where players are listed as substitutes regardless of whether or not they are injured, players may be classed as injured (and therefore Unavailable for Selection) if sufficient evidence is provided of their injury.

Welsh Club means a club affiliated to the FAW.

Youth Player means a Player who is under 21 as at the date the application for a GBE is made.