

Statutes of the Premier Soccer League

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The terms given below denote the following:

PSL: Premier Soccer League

FIFA: Fédération Internationale de Football Association.

Association: a football Association recognised by and a Member of FIFA and ZIFA

Confederation: a group of Associations recognised by FIFA and belonging to the same continent (or similar geographic area).

Club: Member of PSL (that is itself a Member of FIFA /PSL).

Officials: all board members, committee members, coaches, referees and attendants as well as other people responsible for technical, medical and administrative matters at PSL, FIFA, a Confederation, Association, or Club.

Player: a football player registered with PSL /ZIFA.

Congress: the supreme body of PSL.

Electoral Committee: the body which organises and supervises the election process

Member: a legal or natural person that has been admitted into membership of PSL by the Congress.

Association Football: the game controlled by FIFA and organised in accordance with the Laws of the Game.

IFAB: the International Football Association Board.

Ordinary Courts: state courts which hear public and private legal disputes.

Arbitration Tribunal: private court of justice acting instead of an Ordinary Court.

CAS (TAS): Court of Arbitration for Sport (Tribunal Arbitral du Sport) in Lausanne (Switzerland).

NB: References to natural persons include both genders. The singular case applies to the plural and vice-versa.

Article **1** **Name, headquarters, legal form**

- 1 PSL is a non-profit making organisation of an associative nature affiliated to ZIFA, in compliance with the legislation of Zimbabwe. It is formed for an unlimited period.
 - 2 The headquarters are in 36 Midlothian Avenue, Eastlea, Harare.
 - 3 ZIFA is a Member of FIFA, CAF and COSAFA.
 - 4 The emblem of PSL is made up of large letters "PSL" in red, a black and white soccer ball leaning against the "L" with yellow, red and green ribbons around it, and the words "more than just a game" in black and "Premier Soccer League" in red inscribed underneath.
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Article **2** **Objectives**

The objectives of PSL are:

- a) to improve the game of football constantly and promote, and control it throughout the territory of PSL in the light of fair play and its unifying, educational, cultural and humanitarian values, particularly through youth and development programmes;
 - b) to organise competitions in PSL in all its forms at a national level.
 - c) to draw up regulations and provisions and ensure their enforcement;
 - d) to protect the interests of its Members;
 - e) to respect and prevent any infringement of the statutes, regulations, directives and decisions of PSL, ZIFA, CAF and FIFA as well as the Laws of the Game and to ensure that these are also respected by its Members;
 - f) to prevent all methods or practices which might jeopardise the integrity of matches or competitions or give rise to abuse of Association Football, in particular match manipulation and corruption;
 - g) to control and supervise all friendly football matches of all forms played throughout the territory of PSL
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Article **3** **Neutrality and non-discrimination**

- 1 PSL is neutral in matters of politics and religion.
- 2 Discrimination of any kind against a country, private person or group of people on account of race, skin colour, ethnic, national or social origin, gender, language, religion, political opinion or any other opinion, wealth, birth or any other status, sexual orientation or any other reason is strictly prohibited and punishable by suspension or expulsion.

Article **4** **Promoting friendly relations**

- 1 PSL shall promote friendly relations between its Members, Clubs, Officials and Players and in society for humanitarian objectives.
- 2 Every person and organisation involved in the game of football is obliged to observe the Statutes, regulations and the principles of fair play as well as the principles of loyalty, integrity and sportsmanship.
- 3 ZIFA shall provide the necessary institutional means to resolve any internal dispute that may arise between Members, Clubs, Officials and Players of PSL and ZIFA.

Article **5** **Players**

- 1 The status of Players and the provisions for their transfer shall be regulated by the PSL/ Congress in accordance with the current FIFA Regulations for the Status and Transfer of Players.
- 2 Players shall be registered in accordance with the regulations of ZIFA.

Article **6** **Laws of the Game**

PSL and each of its Members play Association football in compliance with the Laws of the Game issued by FIFA.

Article **7** **Conduct of bodies and Officials**

The bodies and Officials of PSL must observe the Statutes, regulations, directives, decisions and the Code of Ethics of ZIFA, of CAF/COSAFA and of FIFA in their activities.

Article **8** **Official languages**

- 1 The official language of PSL shall be English. Official documents and texts shall be written in this language.
- 2 The official languages at the Congress shall be English and any vernacular languages amenable to delegates.

Article **9** Admission, suspension and expulsion

- ¹ The Congress shall decide whether to admit, suspend or expel a Member.
- ² Admission may be granted if the applicant fulfils the requirements of PSL.
- ³ Membership is terminated by resignation or expulsion or ,relegation. Loss of membership does not relieve the Member from its financial obligations towards PSL or other Members of ZIFA, but leads to cancellation of all rights in relation to ZIFA.

Article **10** Admission

- ¹ Any legal or natural person wishing to become a Member of PSL shall apply in writing to the general secretariat of PSL.
- ² The application must be accompanied by the following mandatory items:
 - a) a copy of its legally valid statutes and regulations;
 - b) a declaration that it will always comply with the Statutes, regulations and decisions of ZIFA, FIFA and CAF and ensure that these are also respected by its own Members, Clubs, Officials and Players;
 - c) a declaration that it will comply with the Laws of the Game in force;
 - d) a declaration that it recognises the Arbitration Court of ZIFA [if applicable] and the Court of Arbitration for Sport (CAS) in Lausanne, as specified in these Statutes;
 - e) a declaration that it is located and registered [if legally required] in the territory of ZIFA;
 - f) a declaration that it will play all official home matches in the territory of ZIFA;
 - g) a declaration to the effect that the legal composition of the applicant guarantees that it can make decisions independently of any external entity;
 - h) a list of Officials, specifying those who are authorised signatories with the right to enter into legally binding agreements with third parties;
 - i) a declaration that it undertakes to organise or participate in friendly matches only with the prior consent of PSL.
 - j) a copy of the minutes of its last congress or constitutional meeting.
- ³ This article shall not affect the status of existing Members.

Article **11** Request and procedure for application

- 1 The procedure for admission shall be regulated by special regulations approved by the Congress of PSL.
- 2 The Secretariat shall request the Congress either to admit or not to admit an applicant. The applicant may state the reasons for its application to the Secretariat.
- 3 The new Member shall acquire membership rights and duties as soon as it has been admitted. Its delegates are eligible to vote and be elected with immediate effect.

Article **12** Members' rights

- 1 The Members of PSL have the following rights:
 - a) to take part in the Congress of PSL, to know its agenda in advance, to be called to the Congress within the prescribed time and to exercise their voting rights;
 - b) to draw up proposals for inclusion in the agenda of the Congress;
 - c) to nominate candidates for all bodies of PSL to be elected;
 - d) to be informed of the affairs of PSL through the official bodies of PSL;
 - e) to take part in competitions [if applicable] and/or other sports activities organised by PSL and ZIFA;
 - f) to exercise all other rights arising from the Statutes and regulations of PSL.
- 2 The exercise of these rights is subject to other provisions in these Statutes and the applicable regulations.

Article **13** Members' obligations

- 1 The Members of PSL have the following obligations:
 - a) to comply fully with the Statutes, regulations, directives and decisions of PSL, CAF and ZIFA at all times and to ensure that these are also respected by its members;
 - b) to ensure the election of its decision-making bodies on a regular basis;
 - c) to take part in competitions [if applicable] and other sports activities organised by PSL.
 - d) to pay their membership subscriptions; within the stipulated time.
 - e) to respect the Laws of the Game as laid down by IFAB and to ensure that these are also respected by its members through a statutory provision;
 - f) to adopt a statutory clause specifying that any dispute requiring arbitration involving itself or one of its members and relating to the Statutes, regulations, directives and decisions of PSL, CAF, ZIFA or FIFA shall come solely under the jurisdiction of the appropriate Arbitration Tribunal of ZIFA or FIFA and that any recourse to Ordinary Courts is prohibited;

- g) to communicate to PSL any amendment of its statutes and regulations as well as the list of its Officials or persons who are authorised signatories with the right to enter into legally binding agreements with third parties;
 - h) not to maintain any relations of a sporting nature with entities that are not recognised or with Members that have been suspended or expelled;
 - i) to observe the principles of loyalty, integrity and good sporting behaviour as an expression of fair play through a statutory provision;
 - j) to observe the mandatory items specified under article 10 paragraph 3 for the duration of their affiliation;
 - k) to administer a register of members which shall regularly be updated;
 - l) to comply fully with all other duties arising from the Statutes and other regulations of PSL, ZIFA, CAF and FIFA.
- ² Violation of the above-mentioned obligations by any Member may lead to sanctions provided for in these Statutes.

Article **14** Suspension

- ¹ The Congress is responsible for suspending a Member. The Emergency Committee may, however, suspend a Member that seriously violates its obligations as a Member with immediate effect. The suspension shall last until the next Congress, unless the Emergency Committee has lifted it in the meantime.
- ² A suspension shall be confirmed at the next Congress by a two-thirds majority of the valid votes cast. If it is not confirmed, the suspension is automatically lifted.
- ³ A suspended Member shall lose its membership rights. Other Members may not entertain sporting contact with a suspended Member. The Disciplinary Committee may impose further sanctions.
- ⁴ Members that do not participate in the sports activities of PSL for two consecutive years shall be suspended from voting at the Congress and their representatives shall not be elected or appointed until they have fulfilled their obligations in this respect.

Article **15** Expulsion

- ¹ The Congress may expel a Member if:
 - a) it fails to fulfil its financial obligations towards PSL, ZIFA or FIFA or CAF;
 - b) it seriously violates the Statutes, regulations, directives or decisions of FIFA, CAF; ZIFA;and PSL..
- ² The presence of an absolute majority (more than 50%) of Members entitled to vote at the Congress is necessary for an expulsion to be valid, and the motion for expulsion must be adopted by a three-quarter majority of the valid votes cast.

Article **16** Resignations

- ¹ A Member may resign from PSL with effect from the end of a football season. Notice of resignation must reach the general secretariat no later than the end of the respective football season.
 - ² The resignation is not valid until the Member wishing to resign has fulfilled its financial obligations towards PSL and the other Members of ZIFA.
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Article **17** Status of Clubs and other groups of Clubs

- ¹ Clubs or any other groups of Clubs affiliated to PSL shall be subordinate to and recognised by PSL. These Statutes define the scope of authority and the rights and duties of these Clubs and groups. Their statutes and regulations must be approved by the Congress of PSL.
 - ² The affiliated Clubs and groups of PSL shall take all decisions on any matters regarding their membership independently of any external body. This obligation applies regardless of their corporate structure.
 - ³ In any case, no natural or legal person (including holding companies and subsidiaries) shall exercise control over more than one Club or group whenever the integrity of any match or competition could be jeopardised.
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Article **18** Honorary member

- ¹ The Congress may bestow the title of honorary member upon any persons for meritorious service to football.
 - ² The Congress shall make these nominations.
 - ³ The honorary member may take part in the Congress. They may join the debates but are not entitled to vote.
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Article **19** Bodies of the league

- ¹ The Congress is the supreme and legislative body.
- ³ Standing and ad-hoc committees shall advise and assist the Congress in fulfilling its duties. Their duties, composition and function are defined in these Statutes and/or special regulations drawn up by the Congress.
- ⁴ The general secretariat is the administrative body.
- ⁵ The judicial bodies are the Disciplinary Committee, the Appeals Committee and the Ethics Committee.
- ⁶ The bodies of PSL shall be either elected or appointed by PSL itself without any external influence and in accordance with the procedures described in these Statutes.

Article **20** Definition and composition of the Congress

- ¹ The Congress is the meeting at which all of the Members of PSL regularly convene. It represents the supreme and legislative authority of PSL. Only a Congress that is duly convened has the authority to make decisions.
- ² A Congress may be an Ordinary or Extraordinary Congress.
- ³ The Chairman shall conduct the Congress business in compliance with the standing orders of the Congress.
- ⁴ The Congress may appoint observers who take part in the Congress without the right to debate or to vote.
- ⁵ The honorary members may take part in the Congress. They may join the debates but are not entitled to vote.
6. The congress shall meet 3 (three) times a year.

Article **21** Delegates and votes

- ¹ The Congress is composed of 16 delegates. The number of delegates is allocated as follows:
 - a) The 16 clubs of the Premier Soccer League; each 1 delegate
- ² Delegates must be the Chairman/ Chairperson or President to the Member that they represent and be appointed or elected by the appropriate body of that Member. They must also be able to produce evidence of this upon request.
- ³ Each delegate of the same category of Member has an equal number of votes in the Congress. Only the delegates present are entitled to vote. Voting by proxy or by letter is not permitted.

Article **22** Areas of authority

The Congress has the following authority:

- a) adopting or amending the Statutes, regulations governing the application of the Statutes and the standing orders of the Congress;
- b) electing the Chairman and the vice-chairman and 3 members of the Emergency Committee;
- c) approving the financial statements;
- d) approving the budget;
- e) approving the Chairman's activity report;

- f) appointing the independent auditors upon the proposal of the Secretariat;
 - g) fixing the membership subscriptions;
 - h) deciding, upon the nomination of the Emergency Committee, whether to bestow the title of honorary member;
 - i) admitting, suspending or expelling a Member;
 - j) revoking the mandate of one or a number of members of a body of PSL.
 - k) dissolving PSL.
 - l) passing decisions at the request of a Member in accordance with these Statutes;
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Article **23** Quorum of the Congress

- ¹ Decisions passed by the Congress shall only be valid if the absolute majority (more than 50%) of the Members who are entitled to vote are represented.
 - ² If a quorum is not achieved, a second Congress shall take place 7 days after the first, with the same agenda.
 - ³ A quorum is not required for the second meeting unless any item on the agenda proposes the amendment of the Statutes of PSL, the election of the Chairman and election of the vice-chairmen and members of the Emergency Committee, the dismissal of one or a number of members of a body of PSL, the expulsion of a Member of PSL or the dissolution of PSL.
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Article **24** Decisions of the Congress

- ¹ Unless otherwise stipulated in the Statutes, a simple majority of the Members entitled to vote is sufficient for a vote to be valid. The number of valid votes counted shall decide the majority. Spoiled or blank voting slips or any other forms of abstentions are disregarded in calculating the majority.
 - ² A decision that requires a vote shall be reached by a show of hands or by means of an electronic count. If a show of hands does not result in a clear majority in favour of a motion, the vote shall be taken by calling the roll in alphabetical order.
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Article **25** Elections

- ¹ Elections shall be conducted in accordance with the ZIFA electoral code.
- ² The Electoral Committee organises and supervises the election process and takes all decisions relating to the election according to the ZIFA Electoral Code,
- ⁴ For a person to be elected, a simple majority (more than 50%) of the valid votes cast is necessary in the first ballot.
- ⁵ If there are more than two candidates for one available position, only the two candidates that obtain the highest number of valid votes shall proceed to a second ballot. For a person to be

elected, a simple majority (more than 50%) of the valid votes cast is necessary in the second ballot.

- ⁶ For the elections of the Chairman of PSL, the respective provisions in article 38 of these statutes shall apply.

Article 26 Ordinary Congress

- ¹ The Ordinary Congress shall be held every year.
- ² The General Secretary shall fix the place and date. The Members shall be notified in writing at least 30 days in advance.
- ³ The formal convocation shall be made in writing at least 15 days before the date of the Congress. This convocation shall contain the agenda, the President's activity report, the financial statements and the auditors' report and any other relevant documents.

Article 27 Ordinary Congress agenda

- ¹ The General Secretary shall draw up the agenda based on proposals from the Members. Any proposal that a Member wishes to submit to the Congress shall be sent to the general secretariat in writing, with a brief explanation, at least 30 days before the date of the Congress.
- ² The Congress agenda shall include the following mandatory items:
 - a) a declaration that the Congress has been convened and composed in compliance with the Statutes of PSL;
 - b) approval of the agenda;
 - c) an address by the Chairman;
 - d) suspension or expulsion of Members (if applicable);
 - e) approval of the minutes of the preceding Congress;
 - f) Chairman's activity report (containing the activities since the last Congress);
 - g) presentation of the consolidated and revised balance sheet and the profit and loss statement;
 - h) approval of the financial statements;
 - i) approval of the budget;
 - j) admission for membership (if applicable);
 - k) votes on proposals for amendments to the Statutes and the standing orders of the Congress (if applicable);
 - l) discussion of proposals submitted by the Members and the Emergency Committee;
 - m) appointment of independent auditors (if applicable) upon the proposal of the General Secretary;
 - n) dismissal of a person or a body (if applicable);
 - o) election of the Chairman, vice-chairman and 3 (three) members of the Emergency Committee (if applicable);
 - p) any further items proposed by the Members or the Emergency Committee of PSL.

- 3 The agenda of an Ordinary Congress may be altered, provided two-thirds of the Members present at the Congress and eligible to vote agree to such a motion.
- 4 The Congress shall not make a decision on any point not included in the agenda.

Article **28** **Extraordinary Congress**

- 1 The Emergency Committee may convene an Extraordinary Congress at any time.
- 2 The General Secretary shall convene an Extraordinary Congress if two-thirds of the Members of PSL make such a request in writing. The request shall specify the items for the agenda. An Extraordinary Congress shall be held within three weeks of receipt of the request. If an Extraordinary Congress is not convened, the Members who requested it may convene the Congress themselves. As a last resort, the Members may request assistance from ZIFA.
- 3 The Members shall be notified of the place, date and agenda at least 7 days before the date of an Extraordinary Congress.
- 4 When an Extraordinary Congress is convened on the initiative of the Emergency Committee, it must draw up the agenda. When an Extraordinary Congress is convened upon the request of Members, the agenda must contain the points raised by those Members.
- 5 The agenda of an Extraordinary Congress may not be altered.

Article **29** **Powers of Congress**

- a) shall appoint the Chairmen, Deputy Chairmen and members of the standing committees;
- b) shall appoint the Chairmen, Deputy Chairmen and members of the judicial bodies;
- c) may decide to set up ad-hoc committees if necessary at any time;
- d) shall compile the regulations for the organisation of standing committees and ad-hoc committees;
- e) shall appoint or dismiss the General Secretary on the proposal of the Chairman. The General Secretary shall attend the meetings of all the committees ex officio;
- f) shall appoint the independent auditors to the League
- g) shall decide the place and dates of and the number of teams participating in the competitions of PSL.
- h) shall approve regulations stipulating how PSL shall be organised internally;
- i) shall ensure that the Statutes are applied and adopt the arrangements required for their application;
- m) may dismiss a person or body or suspend a Member of PSL .
- n) may delegate tasks arising out of its area of authority to other bodies of PSL or third parties.

Article **30** **Amendments to the Statutes and the standing orders of the Congress]**

- ¹ The Congress is responsible for amending the Statutes and the standing orders of the Congress.
- ² Any proposals for an amendment to the Statutes must be submitted in writing with a brief explanation to the general secretariat by a Member or by the Emergency Committee. A proposal submitted by a Member is valid, provided it has been supported in writing by at least two other Members.
- ³ For a vote on an amendment to the Statutes to be valid, an absolute majority (more than 50%) of the Members eligible to vote must be present.
- ⁴ A proposal for an amendment to the Statutes shall be adopted only if three-quarters of the Members present and eligible to vote agree to it.
- ⁵ Any proposal to amend the standing orders of the Congress must be submitted in writing with a brief explanation to the general secretariat by a Member or by the Emergency Committee.
- ⁶ A proposal for an amendment to the standing orders of the Congress shall be adopted only if a simple majority of the Members present and eligible to vote agree to it.

Article **31** Minutes

The General Secretary shall be responsible for recording the minutes at the Congress. The minutes shall be checked by those Members designated and finally approved at the next Congress.

Article **32** Effective dates of decisions

Decisions passed by the Congress shall come into effect for the Members within 7 days after the close of the Congress, unless the Congress fixes another date for a decision to take effect.

EMERGENCY COMMITTEE

Article **33** Composition

- ¹ The Emergency Committee consists of 5 (five) members:
 - 1 Chairman , elected by the Congress
 - 1 Vice-Chairman, elected by the Congress
 - 3 other members, elected by the Congress.
- ² The Chairman, the Vice-Chairman and the members of the Emergency Committee shall be elected by the Congress. Every candidate in the election of Emergency Committee members must be proposed by at least one Member.
- ³ The mandate of the Chairman and Vice-Chairman is for four years. They may be re-elected for one additional term.
- ⁴ The Chairman and Vice Chairman shall be no younger than 40 years old.

- ⁵ Candidatures of the members of the Congress must be sent to the general secretariat of ZIFA before the date of the Congress for compliance with the ZIFA Statutes.
- ⁶ A member of the Congress may not at the same time be a member of a judicial body of PSL.
- ⁷ If a position, other than the Chairman, should become vacant (e.g. death, resignation, unexcused absence from the Congress for three consecutive meetings), withdrawal of membership through relegation, the Congress shall fill that position until the next Congress, when a replacement will be elected for the remaining term of mandate.
- ⁸ If more than 50% of the positions should become vacant, the General Secretary shall convene an Extraordinary Congress within two months in order to elect a replacement for the remaining term of mandate under the supervision of the Electoral Committee according to the ZIFA Electoral Code

Article **34** Meetings

- ¹ The Emergency Committee shall meet upon the occurrence of emergency or when called upon to do so.
- ² The Chairman shall convene the Emergency Committee meetings. If more than 50% of the Emergency Committee members request a meeting, the Chairman shall convene it within 21 days. If an Emergency Committee meeting is not convened, the Emergency Committee members who requested it may convene the Emergency Committee meeting themselves.
- ³ The Chairman shall cause the agenda to be prepared. Each member of the Emergency Committee is entitled to propose items for inclusion in the agenda. The members of the Emergency Committee must submit the points they wish to be included in the agenda for the meeting to the general secretariat at least 7 days before the meeting. The agenda must be sent out to the members of the Emergency Committee at least 4 days before the meeting.
- ⁴ The General Secretary shall take part in the meetings of the Emergency Committee in a consultative role.
- ⁵ The meetings of the Emergency Committee shall not be held in public. The Emergency Committee may, however, invite third parties to attend. Those third parties shall not have voting rights, and may only express an opinion with the permission of the Emergency Committee.

Article **35** Decisions

- ¹ The Congress shall not engage in valid debate unless more than 50% of its members are present.
- ² The Congress shall reach decisions by a simple majority of the members present. In the event of a tied vote, the Chairman shall have the casting vote. Voting by proxy or by letter is not permitted.

- 3 Any member of the Congress must withdraw from the debate and from taking a decision if there is any risk or possibility of a conflict of interests.
- 4 The decisions taken shall be recorded in the minutes.
- 5 The decisions taken by the Congress shall come into effect within 7 days of the decision.

Article **36** Dismissal of a person or body

- 1 The Congress may dismiss a person or body. The Emergency Committee may place the dismissal of a person or body on the agenda for the Congress. The Emergency Committee may also dismiss a person or body provisionally. Any Emergency Committee member may submit a proposal to place such a motion for dismissal on the agenda of the Emergency Committee or Congress.
- 2 The motion for dismissal must be justified. It will be sent to the Members of PSL along with the agenda.
- 3 The person or body in question has the right to speak in his or its own defence.
- 4 If the motion for dismissal is upheld, the Congress shall reach a decision by means of secret ballot. For the motion to be passed, a majority of two-thirds of the valid votes cast is required.
- 5 The person or body dismissed (provisionally) must be relieved of his or its functions with immediate effect.

C. CHAIRMAN

Article **37** Chairman

- 1 The Chairman represents PSL legally.
- 2 He is primarily responsible for:
 - a) Implementing the decisions passed by the Congress and the through the general secretariat;
 - b) Ensuring the effective functioning of the bodies of PSL in order that they achieve the objectives described in these Statutes;
 - c) supervising the work of the general secretariat;
 - d) managing relations between PSL and its Members, ZIFA, political bodies and other organisations
- 3 The Chairman shall preside over the Congress and Emergency Committee meetings and those committees of which he has been appointed chairman.
- 4 The Chairman shall have an ordinary vote on the Congress and Emergency Committee and, whenever votes are equal, shall have a casting vote.
- 5 If the Chairman is absent or unavailable, the vice-chairman shall deputise.

- 6 Any additional powers of the Chairman shall be contained in the internal organisation regulations of PSL.
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Article **37a** The League's Legal Advisor

- 1 Shall be appointed by a committee setup for that purpose.
 - 2 Shall have more than 5 years of active practice as a registered lawyer by the law society of Zimbabwe.
 - 3 Shall be responsible for advising the congress and the emergency committee on matters of a legal nature and execute all legal work as may be assigned to him.
 - 4 Should not be a legal advisor of any individual club unless specifically directed to assist a member club.
 - 5 Conduct any other assignment that the chairman, in consultation with the congress, deem appropriate.
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Article **38** Candidates for the office of the Chairman

- 1 The Chairman shall be elected by the Congress for a period of four years. His mandate shall begin after the end of the Congress which has elected him. A Chairman may be re-elected once.
 - 2 For the election of the Chairman, two-thirds of the valid votes cast are necessary in the first ballot. If there are more than two candidates for the position of the Chairman only the two candidates that obtain the highest number of valid votes shall proceed to a second ballot. In the second ballot, a simple majority (more than 50%) of the valid votes cast is sufficient for a person to be elected for the position of Chairman.
 - 3 Only Members of PSL may propose candidates for the office of Chairman. Members shall notify the general secretariat of ZIFA in writing of the name of a candidate for the presidency of PSL at least 30 days before the date of the Congress.
 - 4 The general secretariat shall notify the Members of the names of the proposed candidates at least 15 days before the date of the Congress.
 - 5 If the Chairman is permanently prevented from performing his official function and his position becomes vacant (e.g. death, resignation, unexcused absence from the Emergency Committee for three consecutive meetings), loss of membership/relegation, the Vice-Chairman shall represent him until the next Congress. The Congress shall elect a new Chairman, if necessary.
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Article **39** Representation and signature

The Chairman represents PSL legally and is entitled to sign for PSL. The **Congress** may set up internal organisation regulations regarding the joint signature of officers, in particular, in case of the Chairman's absence and concerning all important business of PSL

D. EMERGENCY COMMITTEE

Article 40 Emergency Committee

- ¹ The Emergency Committee shall deal with all matters requiring immediate settlement between three meetings of the Congress. The Committee shall consist of the Chairman, Vice Chairman of PSL and 3 members of the Emergency, appointed by the Congress. The General Secretary shall take part in the meetings of the Emergency Committee in consultative role but without voting rights.
- ² The Chairman shall convene the Emergency Committee meetings. If a meeting cannot be convened within an appropriate period of time, decisions may be passed through other means of communication. Such decisions shall have immediate legal effect. The Chairman shall notify the Congress immediately of the decisions passed by the Emergency Committee.
- ³ All decisions taken by the Emergency Committee shall be ratified by the Congress at its next meeting.
- ⁴ If the Chairman is unable to attend a meeting, the Vice-Chairman shall deputise.

E. STANDING COMMITTEES

Article 41 Standing Committees

- ¹ The standing committees of PSL are:

 - a) Finance Committee;
 - b) Internal Audit Committee;
 - c) Technical and Development Committee
- ² The chairmen of the standing committees shall be members of the Emergency Committee with the exception of those for the Audit Committee, who may not belong to the Emergency Committee. The members of each standing committee shall be appointed by the Congress on the proposal of the Members of PSL or the Chairman of PSL. The chairmen and the members of the standing committees shall be designated for a term of office of one year.
- ³ Each chairman shall represent his committee and conduct business in compliance with the relevant organisation regulations drawn up by the Congress.
- ⁴ Each chairman shall fix the dates of meetings in collaboration with the General Secretary, ensure that all tasks are carried out and report back to the Congress.
- ⁵ Each committee may propose amendments to its regulations to the Congress.
- ⁶ Congress may elect any other committee's as deemed necessary

Article **42** **Finance Committee**

The Finance Committee shall monitor the financial management and advise the Congress on financial matters and asset management. It shall analyse the budget of PSL and the financial statements prepared by the General Secretary ,who shall submit them to the Congress for approval. It shall consist of a Chairman, and 3 members.

Article **43** **Internal Audit Committee**

The Internal Audit Committee shall ensure the completeness and reliability of the financial accounting and review the external auditors' report at the request of the Congress. It shall consist of a Chairman, and 3 members.

Article **44** **Technical and Development Committee**

The Technical and Development Committee shall primarily analyse the basic aspects of football training and technical development. It shall consist of a Chairman, and three (3) Committee members.

Article **45** **Ad-hoc committees**

The Congress may, if necessary, create ad-hoc committees for special duties and for a limited period of time. The Congress shall appoint a Chairman, a Deputy Chairman and the members. The duties and functions are defined in special regulations drawn up by the Congress. An ad-hoc committee shall report directly to the Congress. Congress may appoint any other committee as and when deemed necessary.

F. GENERAL SECRETARIAT

Article **46** **General Secretariat**

The general secretariat shall carry out all the administrative work of PSL under the direction of the Chief Executive Officer . The members of the general secretariat are bound by the internal organisational regulations of PSL and shall fulfil the given tasks in the best manner.

Article **47** **General Secretary/Chief Executive Officer**

- 1 The General Secretary is the chief executive of the general secretariat.
- 2 He shall be appointed on the basis of an agreement governed by private law and shall have the necessary professional qualifications.
- 3 He shall be responsible for:
 - a) implementing decisions passed by the Congress in compliance with the Chairman's directives;
 - b) attending the Congress and meetings of the Emergency Committee and the standing and ad-hoc committees;
 - c) organising the Congress and meetings of the Emergency Committee and other bodies;
 - d) compiling the minutes for the meetings of the Congress, Emergency Committee and standing and ad-hoc committees;
 - e) managing and keeping the accounts of PSL properly;
 - f) the correspondence of PSL;
 - g) relations with the Members, committees, and ZIFA;
 - h) organising the general secretariat;
 - i) the appointment and dismissal of staff working in the general secretariat;
 - j) proposing managerial staff to the Chairman .
- 4 The General Secretary may not be a Congress delegate or a member of any body of PSL.

G. JUDICIAL BODIES

Article **48** **Judicial bodies**

- 1 The judicial bodies of PSL are:
 - a) The Disciplinary Committee;
 - b) The Ethics Committee.
- 2 The responsibilities and functions of these bodies shall be stipulated in the Disciplinary Code of ZIFA,/ PSL which shall comply with the FIFA Disciplinary Code, and the Code of Ethics of PSL and ZIFA..
- 3 The decision-making powers of other committees remain unaffected.
- 4 The members of the judicial bodies may not belong to any other body of PSL at the same time.

Article **49** **Disciplinary Committee**

- 1 The Disciplinary Committee shall consist of a Chairman, Deputy Chairman and the number of members deemed necessary. The Chairman and the Deputy Chairman shall have legal qualifications.
- 2 The function of this body shall be governed by the Disciplinary Code of PSL and ZIFA. The committee shall pass decisions only when at least three members are present.
- 3 The committee may pronounce the sanctions described in these Statutes and the Disciplinary Code of ZIFA on Members, Officials, Players, Clubs and match and players' agents.
- 4 These provisions are subject to the disciplinary powers of the Congress and the Emergency Committee with regard to the suspension and expulsion of Members.
- 4 Any appeals against decisions of the disciplinary committee shall lie within the ZIFA appeals committee.

Article **50** **Ethics Committee**

- 1 The Ethics Committee shall consist of a Chairman, Deputy Chairman and the number of members deemed necessary. The Chairman and the Deputy Chairman shall have legal qualifications.
- 2 The function of this body shall be governed by the Code of Ethics of PSL. The committee shall pass decisions only when at least three members are present.
- 3 The committee may pronounce the sanctions described in these Statutes, the Code of Ethics of PSL and other applicable regulations of PSL.
- 4 These provisions are subject to the disciplinary powers of the Congress and the Emergency Committee with regard to the suspension and expulsion of Members.

Article **51** **Disciplinary measures**

The disciplinary measures are primarily:

- 1 for natural and legal persons:
 - a) a warning;
 - b) a reprimand;
 - c) a fine;
 - d) the return of awards.
- 2 for natural persons:
 - a) a caution;
 - b) an expulsion;

- c) a match suspension;
 - d) a ban from the dressing rooms and/or the substitutes' bench;
 - e) a ban from entering a stadium;
 - f) a ban on taking part in any football-related activity;
 - g) undertake community work.
- ³ for legal persons:
- a) a transfer ban;
 - b) playing a match without spectators;
 - c) playing a match on neutral territory;
 - d) a ban on playing in a particular stadium;
 - e) annulment of the result of the match;
 - f) expulsion;
 - g) a forfeiture;
 - h) deduction of points;
 - i) relegation to a lower division;
 - j) replaying a match.

Article **52** **Arbitration**

- ¹ ZIFA shall create an Arbitration Tribunal, which shall deal with all internal national disputes between ZIFA, its Members, Players, Officials and match and players' agents that do not fall under the jurisdiction of its judicial bodies. The ZIFA Committee shall draw up special regulations regarding the composition, jurisdiction and procedural rules of this Arbitration Tribunal.
- ² As long as within ZIFA no national independent Arbitration Tribunal has been duly constituted and recognised under the rules and regulations of ZIFA, any dispute of national dimension between ZIFA, its Members, Clubs, Players, Officials and match and players' agents that do not fall under the jurisdiction of its judicial bodies may only be referred in the last instance to the Court of Arbitration for Sport (CAS) in Lausanne, Switzerland. CAS will settle the dispute to the exclusion of any ordinary court unless expressly prohibited by the legislation in force in Zimbabwe.

Article **53** **Jurisdiction**

- ¹ PSL, its Members, Players, Officials and match and player's agents will not take any dispute to Ordinary Courts unless specifically provided for in these Statutes and FIFA regulations. Any disagreement shall be submitted to the jurisdiction of PSL, ZIFA, CAF and FIFA.
- ² ZIFA shall have jurisdiction on internal national disputes, i.e. disputes between parties belonging to ZIFA. FIFA shall have jurisdiction on international disputes, i.e. disputes between parties belonging to different Associations and/or Confederations.

Article **54** **Court of Arbitration for Sport**

- ¹ In accordance with the relevant provisions of the FIFA Statutes, any appeal against a final and binding FIFA decision shall be heard by the Court of Arbitration for Sport (CAS) in Lausanne, Switzerland. CAS shall not, however, hear appeals on violations of the Laws of the Game,

suspensions of up to four matches or up to three months, or decisions passed by an independent and duly constituted Arbitration Tribunal of an Association or Confederation.

- 2 PSL shall ensure its full compliance and that of its Members, Players, Officials and match and players' agents with any final decision passed by a FIFA body or CAS.

Article **55** **Financial period**

- 1 The financial period of PSL shall be one year and shall begin on 1 January and end on 31 December.
- 2 The revenue and expenses of PSL shall be managed so that they balance out over the financial period. PSL's major duties in the future shall be guaranteed through the creation of reserves.
- 3 The General Secretary is responsible for drawing up the annual consolidated accounts of PSL with its subsidiaries as at 31 December.

Article **56** **Revenue**

The revenue of PSL arises specifically from:

- a) Members' annual subscriptions;
- b) receipts generated by the marketing of rights to which PSL is entitled;
- c) fines imposed by the authorised bodies;
- d) other subscriptions and receipts in keeping with the objectives pursued by ZIFA.

Article **57** **Expenses**

PSL bears:

- a) the expenses stipulated in the budget;
- b) other expenses approved by the Congress and expenses that the Emergency Committee is entitled to incur within the scope of its authority;
- c) all other expenses in keeping with the objectives pursued by PSL.

Article **58** **Independent auditors**

The independent auditors appointed by the Congress shall audit the accounts approved by the Finance Committee in accordance with the appropriate principles of accounting and present a report to the Congress. The auditors shall be appointed for a period of one year. This mandate may be renewed.

Article **59** **Membership subscriptions**

- ¹ Membership subscriptions are due by the end of February. The annual subscription for new Members for the year in question shall be paid within 30 days of the close of the Congress at which they are admitted.
 - ² The Congress shall fix the amount of the annual subscription whenever necessary and on the recommendation of the Emergency Committee.
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Article **60** **Settlement**

PSL may debit any Member's assets to settle claims.

Article **61** **Levies**

PSL may demand that a levy be paid by its Members for matches.

Article **62** **Competitions**

- ¹ PSL organises and coordinates its official competitions held within its territory:
 - ² The Congress may issue special regulations to this end.
-

Article **63** **Club licensing**

ZIFA will set up regulations regarding a club licensing system governing the participation of Clubs in competitions of PSL.

Article **64** **Rights**

- ¹ PSL and its Members are the original owners of all of the rights emanating from competitions and other events coming under their respective jurisdiction, without any restrictions as to content, time, place and law. These rights include, among others, every kind of financial rights, audiovisual and

radio recording, reproduction and broadcasting rights, multimedia rights, marketing and promotional rights and incorporeal rights such as emblems and rights arising under copyright law.

- ² The Congress shall decide how and to what extent these rights are utilised and draw up special regulations to this end. The Congress shall alone decide whether these rights shall be utilised exclusively, or jointly with a third party or entirely through a third party.

Article **65** **Authorisation**

PSL and its Members are exclusively responsible for authorising the distribution of image and sound and other data carriers of football matches and events coming under their respective jurisdiction, without any restrictions as to content, time, place and technical and legal aspects.

Article **66** **International matches and competitions**

¹The authority for organising international matches and competitions between Association teams and between Leagues, Club or scratch teams lies solely with FIFA and the Confederation(s). No such match or competition shall take place without the prior permission of FIFA, the Confederations and/or Members in accordance with the FIFA Regulations Governing International Matches. ZIFA is bound to comply with the international match calendar compiled by FIFA.

Article **67** **Contacts**

Members shall not play matches or make sporting contacts with Associations that are not members of PSL or with provisional members of a Confederation without the approval of ZIFA.

Article **68** **Approval**

Clubs, any other group of Clubs that are affiliated to PSL cannot belong to another Association or participate in competitions on the territory of another Association without the authorisation of ZIFA and the other Association and of FIFA, except in exceptional circumstances.

Article **69** **Unforeseen contingencies and force majeure**

The Congress shall have the final decision on any matters not provided for in the Statutes or in cases of force majeure.

Article **70** **Dissolution**

¹ Any decision relating to the dissolution of PSL requires a majority of three-quarters of all of the Members of PSL, which must be obtained at a Congress specially convened for the purpose.

² If PSL is disbanded, its assets shall be transferred to ZIFA. It shall hold these assets in trust as “bonus pater familiae” until PSL are re-established. The final Congress may, however, choose another recipient for the assets on the basis of a three-quarters majority.

Article **71** **Enforcement and transitory provision**

¹ The PSL Statutes were approved by Congress at the PSL Assembly Extra ordinary meeting held at Cresta Lodge in Harare on 22nd February 2014 and will come into force on 01 March 2014.

² The Members of PSL shall bring their own statutes in line with the statutes of PSL, in particular -where necessary - the respective provisions regarding the designation of their own delegate(s).

Harare,2014

For the Congress of PSL

.....
PSL CHAIRMAN:
MR TWINE PHIRI

.....
PSL CHIEF EXECUTIVE OFFICER:
MR KENNEDY NDEBELE

Standing Orders of the Congress

Article 1 Chairman

- ¹ The Chairman of PSL shall chair the Congress. If the Chairman is unable to attend, the Vice-Chairman shall deputise. If the Vice-Chairman is not present, the Congress shall elect a member of the Emergency Committee to act as chairman
- ² The Chairman shall:
 - a) be responsible for the strict application of the Standing Orders;
 - b) open and adjourn the sessions and debates;
 - c) permit delegates to speak;
 - d) conduct the proceedings of the Congress;
 - e) maintain order at the Congress; and,
 - f) impose the actions set out below in art. 2 of these Standing Orders on the delegates who interfere with the proceedings and who disturb the debates.

Article 2 Actions

- ¹ In conducting the business of the Congress, the Chairman shall have the right to apply the following actions:
 - a) a call to order;
 - b) censure; and/or
 - c) exclusion from one or more sessions.
- ² In the case of an appeal against such action, the Congress shall decide immediately and without debate.

Article 3 Appointment of duties

- ¹ The General Secretary shall be responsible for the minutes of the Congress. Stenographers may be employed to assist the General Secretary.
- ² Elections shall be conducted in accordance with the ZIFA electoral code.

Article **4** **Debates**

- 1 Each discussion on the items on the agenda shall be preceded with a statement:
 - a) by the Chairman or the member designated by the Emergency Committee for this purpose;
 - b) by the representative of a Committee specially appointed to make a report;
 - c) by the representative of a Member Association responsible for the inclusion of the same in the Agenda.
 - 2 The general discussion shall then be open to the delegates.
-

Article **5** **Speakers**

- 1 The right to address the Congress shall be granted in the order in which it is requested. No speaker shall speak unless permission has been obtained. Speakers shall speak from their designated places and the rest shall remain seated.
 - 2 No permission shall be granted to any member to speak a second time unless all those who have obtained permission to speak have done so.
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Article **6** **Proposals and motions**

- 1 All proposals and amendments shall be submitted in writing. Proposals which are not relevant to the subject under discussion shall be withdrawn from the debate.
 - 2 If a procedural motion is proposed, all discussions on the main question shall be suspended until a vote has been taken on the motion.
 - 3 A proposal to close the discussion shall be put to vote without debate. If the motion is approved, permission to speak shall be granted only to those members who have requested to do so before the vote was taken.
 - 4 The Chairman shall close the discussion unless the Congress decides otherwise by a simple majority.
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Article **7** **Voting**

- 1 No vote can be taken by secret ballot.
- 2 All proposals may be decided either by a show of hands (voting cards), the use of electronic equipment or by a roll call if requested by at least 30 of the Members present and entitled to vote. No one shall be compelled to vote.
- 3 All proposals without a vote against shall be adopted.
- 4 All proposals shall be put to vote in the order in which they are submitted.

- ⁵ Before each vote, the Chairman or the person designated by him for the purpose shall read aloud the text of the proposal before voting and explain the voting procedure to the Congress.
- ⁶ Voting cards shall be visibly held when voting is by a show of hands.
- ⁷ Alterations to amendments shall be put to the vote before the amendments proper, and amendments before the main proposal.
- ⁸ The Chairman shall verify and announce the results of the voting to the Congress.
- ⁹ Silence shall be strictly observed during voting and until the result has been announced by the Chairman. No one may obtain permission to speak during voting and until the result has been announced.

Article **8** **Elections**

- ¹ All elections shall be carried out by secret ballot.
- ² The General Secretary, guided by the ZIFA electoral code, shall conduct the distribution and counting of the ballot papers.
- ³ The number of ballot papers issued shall be announced by the Chairman before the count.
- ⁴ If the number of papers returned is equal to or less than that of the ballot papers issued, the vote shall be valid.
- ⁵ If the number of ballot papers exceeds the number issued, the voting shall be declared null and void and another shall be taken immediately.
- ⁶ If two or more votes are given in support of one candidate on one ballot paper, only one vote shall be valid. Blank or spoilt ballot papers shall be excluded. The simple majority is based on the number of valid papers returned. The Chairman shall announce the result of each ballot to the Congress.
- ⁷ The General Secretary shall put the ballot papers that have been collected and counted into envelopes for this purpose and seal them immediately. The General Secretariat shall keep these envelopes and destroy these one hundred (100) days after the end of the Congress, or such later time as directed by the Emergency Committee.

Article **9** **Matters not provided for**

All matters not provided for in the Standing Orders shall be resolved by the Emergency Committee.

Article **10** Enforcement

The Standing Orders of the Congress of PSL were approved by the PSL Congress at PSL Assembly Extra ordinary meeting held at Cresta Lodge in Harare on 22nd February 2014 and will come into force on 01 March 2014

Harare,2014

For the Congress of PSL:

.....

PSL Chairman:
MR TWINE PHIRI

.....

PSL Chief Executive Officer:
MR KENNEDY NDEBELE