

RULES AND REGULATIONS

OF THE

PREMIER SOCCER LEAGUE



ORDER 1: APPLICATION AND INTERPRETATION

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

1.4 GENERAL

DEFINITIONS:

- 1.4.1 In these Rules and Regulations the following terms shall (unless the context otherwise require) have the following meaning:-
- 1.4.2 General Secretariat – The management committee set up in terms of Article 46 of the PSL constitution to manage and control the affairs of the league.
- 1.4.3 Appeals Committee – means the Appeals Committee set up in terms of the ZIFA Statutes.
- 1.4.4 Disciplinary Committee– Means a Committee set up in terms of Article 49 of the PSL Statutes
- 1.4.5 Season – means the period of the year commencing on the date of the first league match and ending on the date decided by the General Secretariat.
- 1.4.6 Close Season – means the period of the year outside the playing season.
- 1.4.7 Sponsorship – means any financial assistance as may be secured by the General Secretariat for any of the League’s tournaments, programmes or objectives.
- 1.4.8 Club – means any Member of PSL as defined in the PSL Statutes.
- 1.4.9 Home Team or Home Club – means the team hosting or deemed to be hosting any particular match.
- 1.4.10 Player – means a player registered with any team, which is a member of the PSL.

1.4.11 Prosecutor – means a person appointed by the PSL Board of Governors to instigate prosecution on behalf of the complainant in all PSL disciplinary hearings. The prosecutor shall be the legal party responsible for presenting a case in a disciplinary hearing against a member or individual accused of breaking the PSL rules and regulations.

1.4.12 Where anything is required by these rules to be done within a particular number of days, Saturday or Sunday or Public Holiday shall not be reckoned as part of such period.

1.5 THE LEAGUE

1.5.1 The name of this combination of Association of Football Clubs is the Premier Soccer League.

1.6 MEMBERSHIP

1.6.1 The League shall consist of leading clubs in Zimbabwe that have been accepted by the PSL Board as members.

1.6.2 Membership of the league to those promoted is qualification on merit and for existing Clubs this will be written confirmation. Each club will be bounded by:

1.6.2.1 The PSL Statutes

1.6.2.2 The rules and regulations of the PSL

1.6.2.3 The Laws of the Game

1.6.2.4 The ZIFA Statutes

1.6.2.5 The FIFA Statutes

ORDER 2: PLAYER CATEGORIES

2.1 Players affiliated to the League are either amateur or non-amateur players.

2.2 Players who have never received any remuneration other than reimbursement of their actual expenses incurred during the course of their participation in or any activity connected with association football are regarded amateurs.

2.3 Travel and hotel expenses incurred through involvement in a match and the costs of player`s equipment, insurance and training may be reimbursed without jeopardizing player`s amateur status.

2.4 Any player who has ever received remuneration in excess of the amount stated under **regulation 12.3** in respect of participation in or any activity connected

with Association Football shall be regarded as non-amateur unless he has re-acquired amateur status.

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

ORDER 3: PROFESSIONAL (NON-AMATEUR PLAYERS)

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

ORDER 4: FOREIGN PLAYERS

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

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

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

ORDER 5: REGISTRATION OF PLAYERS

- 5.1 Before the commencement of each season each club must register with the PSL a list of all players belonging to that particular team and which players will be used by the said team for that particular year. The registration forms should be in triplicate distributed as follows: one form to PSL, ZIFA and Sport and Recreation Commission.
- 5.2 Without derogating from paragraph 5.1 above, the General Secretariat may set a deadline by which the aforesaid list of players has to be submitted to the PSL.
- 5.3 In submitting the aforesaid list, every team is obliged to provide the PSL with a copy of a written contract between the player and the team. Such contract is an undertaking by the player to provide his service to the team during that particular season.
- 5.4 The General Secretariat shall prescribe a fee to be paid by each team in respect of the registration of each particular player.
- 5.5 Each team shall be obliged to pay the registration fee so prescribed to the PSL in respect of the registration of each particular player.
- 5.6 Any player that participates in any PSL match with the full knowledge that he is not registered shall be guilty of bringing the game of football into disrepute and shall be the subject of a Disciplinary Hearing.
- 5.7 Any team that seeks transfer of a player from another club shall notify the team to which that player is registered with before approaching the player.
- 5.8 All players registered with PSL may only be transferred from one PSL registered club to another PSL registered club, if such transfer has been declared with the General Secretariat.
- 5.9 Any dispute involving teams or a player in connection with the transfer of player including the following:-
- 5.9.1 Dispute over the transfer fee:

- 5.9.2 Dispute pertaining to a team's refusal to transfer a player who requests, shall be referred for a compulsory arbitration by the ZIFA player's status committee.
- 5.9.10 Players registered with a PSL Club may be transferred to a Club in another league under the jurisdiction of ZIFA only upon notification to the General Secretariat. Any dispute arising between Clubs in respect of any such transfer shall be referred to, and shall be dealt with by ZIFA in terms of the ZIFA Statutes and its Rules and Regulations.
- 5.11 All transfers of players who are members of a PSL, registered club outside Zimbabwe shall be attended to by ZIFA who shall be advised by PSL when such transfers require to be negotiated and they shall be concluded by ZIFA according to the appropriate provisions in the ZIFA Statutes and its Rules and Regulations.

ORDER 6: PLAYER ELIGIBILITY

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

both teams' representatives in the presence of the respective players, prior to the commencement of the match.

- 6.5 It shall be misconduct for a club to field a player without a licence and/ or failing to make licences available for inspection prior to the match. A club found guilty of either of these offences shall be liable to a disciplinary hearing.

ORDER 7: CONTRACTS, CLEARANCES AND TRANSFERS

- 7.1 Clubs shall advise the League by registered post by the 15th of January of each year, of the names of the players under contract to them.
- 7.2 A professional player shall be free to conduct a contract with another club if:
- 7.2.1 His contract with his present club has expired and he has attained the age of 23; or
- 7.2.2 His contract with his present club has been rescinded by one party or the other for valid reasons;
- 7.2.3 His contract with his present clubs has been rescinded in writing by both parties after mutual agreement; or
- 7.2.4 The circumstances contemplated in **Order 20** have been satisfied.
- 7.3 A player may not enter into a contract with a different club for the same period of time. In such event, the player shall be placed under suspension immediately by the Premier Soccer League upon notification to the Chief Executive Officer by one of the clubs concerned. Such suspension shall only be lifted:
- 7.3.1 by agreement between the relevant parties;
- 7.3.2 where one of the contracts is lawfully cancelled; or
- 7.3.3 the dispute is determined by the Players Status Committee in accordance with these **regulations**.
- 7.4 A Club wishing to engage the services of a player who is at present under contract with another club shall, before commencing any negotiations with that player, be obliged to inform his present club in writing of its interest. The player concerned shall also be obliged to inform his present club in writing of the club's interest.
- 7.5 Any violations of **regulations 7.4** shall be subject to the penalties contained within the **regulations** of the League as well as the relevant rules as contained in the FIFA regulations for the status and Transfer of Players.

- 7.6 Players and clubs are forbidden from using the services of non-licensed players' agent.
- 7.7 The ban stipulated in paragraph 7.6 above does not apply if the agent acting on behalf of a player, sibling or the spouse of the player in question or if the agent acting on behalf of the player or club is legally authorized to practice as a lawyer in compliance with the rules in force in his country of domicile.
- 7.8 If a contracted professional player concludes a contract with a new club, his former club may claim a transfer fee. Such transfer fee shall be agreed between the clubs.
- 7.9 The transfer of a contracted player from one club to another shall be in writing, and shall be signed by or on behalf of the clubs, and by the player concerned subject to the provisions of Order 6 above. It shall be necessary for the club from which he is being transferred to provide an official clearance certificate and for the player's new club to register him officially.
- 7.10 A club may grant a contracted player a fee transfer by agreement in such event that club shall furnish a clearance certificate for the purposes of registration with a new club.
- 7.11 A contracted player may be placed on a transfer list.
- 7.12 A contracted player who has been transfer listed shall be entitled to receive payment in accordance with his contract of employment, provided the player fulfills or tenders fulfillments of his obligations in terms of his contract of employment.
- 7.13 A club may request a transfer fee from another club wishing to engage the services a transfer-listed player. Such fee shall be agreed between the transferring club and the transferee club.
- 7.14 A contracted player who has reached the age of 23 and whose contract has expired is entitled to a clearance certificate without a transfer fee or compensation being payable.

ORDER 8: INTERNATIONAL TRANSFERS

- 8.1 An amateur or professional player registered with a club within a foreign national association may not be registered with a club within the League unless ZIFA has received an International Transfer certificate issued by the national association, which the player wishes to leave.
- 8.2 Only ZIFA shall be entitled to request the necessary international transfer certificate, after having been asked to do so by the club through the offices of the Premier Soccer League. No club may approach ZIFA directly for an international clearance.
- 8.3 Any clause or reference to any particular club contained in or appended to the international transfer certificate shall be considered null and void.

ORDER 9: TRAINING COMPENSATION FOR YOUNG PLAYERS

- 9.1 The calculation of compensation for the training of young players shall be dealt with in accordance with the provision of **schedule 1** hereto.
- 9.2 A player`s training and education takes place between the ages of 12 and 23. Training compensation shall be payable, as a general rule, up to the age of 23 for training incurred up to the age of 21, unless it is evident that a player has already terminated his training period before the age of 21. In the latter case, compensation shall be due until the player reaches the age of 23, but the calculation of the amount of compensation shall be based on the years between 12 and the age when it is established that the player actually completed his training.
- 9.3 When a player signs his first contract as a non-amateur, a sum of compensation shall be paid to the club(s) involved in the training and education of the player.
- 9.4 Compensation shall be paid each time a player changes from one club to another up to the time his training and education are complete, which, as a general rule, occurs when the player reaches 23 years of age.
- 9.5 The amount of compensation to be paid for training and education shall be calculated in accordance with the parameters set out in Schedule 1, which shall also set out how the compensation amount shall be allocated between the clubs involved in the training and education of the player.
- 9.6 When a player signs his first contract as a non-amateur, or when a player moves as a non-amateur at the end of his contract but before reaching the age of 23, the amount of compensation shall be limited to compensation for training and education, calculated in accordance with the parameters set out in **Schedule 1**.
- 9.7 If a player moves during the course of a contract but before reaching the age of 23, compensation for training and education shall be paid and calculated in accordance with the parameters set out in schedule 1. However, in the case of unilateral breach of contract, this provision is without prejudice to the application of the regulations contained in regulations 20 below.
- 9.8 If a link between the player and his former club cannot be established, or if the training club does not make itself known within two years of the player signing his first non-amateur contract, training compensation is paid to the national association of the country where the player was trained. This compensation shall be earmarked for youth football development programmes in the country in question.
- 9.9 No training compensation shall be payable when a player over the age of 23 changes clubs.
- 9.10 Only clubs and players are entitled to compensation as defined under these regulations.

ORDER 10: MAINTENANCE OF CONTRACTUAL STABILITY

- 10.1 In the case of all contracts entered into before the player's 28th birthday: if there is unilateral breach without just cause or sporting just case during the first 3 years, sports sanctions shall be applied and compensation payable.
- 10.2 In the case of contracts entered into after the player's 28th birthday, the same principles shall apply but only during the first 2 years.
- 10.3 In the case cited in the preceding two paragraphs, unilateral breach of contract without just cause prohibited during the season.
- 10.4 Unilateral breach without just cause or sporting just cause after the first 3 years or 2 years respectively will not result in sanctions. However, sports sanctions may be pronounced on a club and/ or a players' agent for including breach of contract. Compensation shall be payable.
- 10.5 A breach of contract as defined in the preceding paragraph is prohibited during the season.
- 10.6 The Dispute Resolution meetings are defined in these regulations may apply disciplinary measures if notice of the unilateral termination is not given in the 15 days following the last official match of the national season of the club with which the player is registered.
- 10.7 Unless specially provided for in the contract, and without prejudice to the provisions on training compensation laid down herein, compensation for breach of contract (whether by the player or the club), shall be determined by the Players Status Committee and shall be calculated with due respect to the law and the Constitution, the specificity of sport, and all objective criteria which may be relevant to the case, such as:
 - 10.7.1 Remuneration and other benefits under the existing contract and/ or the new contract;
 - 10.7.2 Length of time remaining on the existing contract (up to a maximum of 5 years)
 - 10.7.3 Amount of any fee or expense paid or incurred by the former club, amortized over the length of the contract,
 - 10.7.4 Whether the breach occurs during the periods defined in these regulations.
- 10.8 Other than exceptional circumstances, sports sanctions for unilateral breach of contract without just cause or sporting just case shall be applied: In the case of the player:
 - 10.8.1 If the breach occurs at the end of the first or second year of the Contract, the sanctions shall be a restriction of four months on his Eligibility to participate

in any official football matches as from the beginning of the new season of the clubs' national championship.

10.8.2 If the breach occurs at the end of the third year of the contract (or At the end of the second year if the contract was signed (after the age of 28). No sport sanction shall be applied unless there was failure to give appropriate notice after the last match of the season. In such a case the sanction shall be proportionate.

10.8.3 In the case of aggravating circumstances, such failure to give notice or recurrent breach of contract, sport sanctions may be imposed for up to a maximum of six months.

In the case of the club breaching a contract or inducing such a breach:

10.8.4 If the breach occurs at the end of the first or second year of the contract, the sanction shall be a ban on registering any new player; either nationally or internally, until the expiry of the second transfer period following the date on which the breach became effective. In all cases, no restriction for unilateral breach of contract shall exceed a period of 12 months following the breach or inducement of the breach.

10.8.5 If the breach occurs at the end of the third year of the contract was assigned after the age of 28), no sanctions shall be applied unless there was failure to give appropriate notice after the last match of the season. In such a case the sanction shall be proportionate.

10.8.6 A club seeking to register a player who has unilaterally breached a contract during the periods defined in these regulations will be presumed to have induced a breach of contract.

10.8.7 Without prejudice to the foregoing rules, other sports sanctions may be imposed by the Disciplinary Committee on clubs, where appropriate, and may include, but shall not be limited to fines, deduction of points and exclusion from competitions.

10.9 Appeals against such sanctions may be lodged with ZIFA in accordance with the Rules and Regulations of ZIFA.

10.10 In the case of a player's agent involved in such a breach, sanctions can also be imposed by the Players Status Committee on Players' Agent Regulations. Appeals against such sanction may be lodged with ZIFA.

10.11 In addition to termination for just cause, it will also be possible for a player to terminate his contract for a valid sporting reason ("sporting just cause").

10.12 Sporting just cause will be established on a case-by-case basis pursuant to the Dispute Players Status Resolution procedure set out herein. Each case will be evaluated on its individual merits, taking account of all relevant circumstances (injury, suspension, player's field position, player's age etc). furthermore, sporting just case shall be examined at the end of the football season and before expiry of the relevant registration period.

- 10.13 If sporting just cause has been established, it shall be determined whether compensation is payable and to what amount.

ORDER 11: SOLIDARITY MECHANISM

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

ORDER 12: REACQUISITION OF AMATEUR STATUS

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

ORDER 13: TERMINATION OF ACTIVITY

- 13.1 A non-amateur player who stops playing competitive football shall remain registered as a player at the national association's club with which he was last employed for a period of 30 months.
- 13.2 The period shall begin as from the end of the season in which the player stops playing football.
- 13.3 The club of a non-amateur player who stops playing football upon expiry of his contract shall not be entitled to claim compensation of any kind from him.
- 13.4 If, within the period mentioned in **regulation 13.1**, non-amateur player who has stopped playing football wished to start playing football wishes to start playing again with the same status, he shall remain registered with the club with which he was last employed, which shall be entitled to training compensation pursuant to **regulation 9** above is the player transfers to a new club before the age of 23.
- 13.5 If the period mentioned in **regulation 3.1** has elapsed, the club with which the player was last registered will no longer be entitled to any compensation.

ORDER 14: LOANS

- 14.1 The loan of a player by one club to another constitutes a transfer and a loan clearance certificate must be issued by the transferring club, whenever a player leaves the transferring club to join the transferee club (for the purposes of this Rule, hereinafter referred it as "*the second club*") on loan.
- 14.2 The loan clearance certificate shall:
 - 14.2.1 Stipulate the date upon which the loan terminates;
 - 14.2.2 He signed by both a recognized official of the transferring club as contained in the records of the League, and the player in question.
- 14.3 The second club shall then register the player in accordance with these **regulations** (including two copies of the player's contract with the second club) after which the player shall be eligible to play for the second club. The registration of the player shall only be for the period of the loan.
- 14.4 At the expiry of the loan period, the player shall no longer be eligible to play for the second club, and shall automatically rejoin the transferring club. In this regard, it shall not be necessary for the second club to issue a transfer certificate for the player to rejoin the transferring club.
- 14.5 Notwithstanding the provisions of **Order 6** above, the player shall be eligible to play for the transferring club immediately upon the transferring club informing the CEO of the League in writing of the player's return: Provided that such player shall only become eligible to play for the transferring club if he returns during the registration periods referred to in **Order 6.5**

- 14.6 In the case where a player, following a loan, is desirous of transferring to a third club, then the player can only transfer to such third club after a period of 12 months as from the start of the (first) loan, and only with the consent of all parties concerned, in accordance with **Order 6]**

ORDER 15: RELEASES OF PLAYERS FOR NATIONAL ASSOCIATION REPRESENTATIVE MATCHES

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

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

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

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

2. *This provision is binding for the matches listed in the coordinated match calendar. Additionally it is binding for any other match in respect of which the FIFA Executive Committee has taken a special decision*
3. *It is not compulsory to release players for friendly matches scheduled on dates outside the coordinated international match calendar.*
4. *The player shall also be released for the period of preparation, the extent of this period is laid down as follows:*
 - a) *For a friendly international match: 48 hours;*
 - b) *For a qualifying match for an international competition: 4 days (including the day of the match). The period of release shall be prolonged to 5 days if the match in question is held on a different continent from that on which the club is domiciled.*
 - c) *For the final competitions: 14 days before the first match of tournament. Any friendly matches played during this preparatory period do not count among the five international matches stipulated under par 2 (2), or the eight matches stipulated under par. 3*

5. *In any event, a player is obliged to arrive at the match venue at least 48 hours before kick off.*
6. *The clubs and national associations concerned may, if desired, agree to extend the period of release. Where such an agreement has been made at the time of transfer of the player, a copy of it shall be attached to the international registration transfer certificate.*
7. *Any player who has complied with the summons from his national association pursuant to this article shall resume duty with his club not later than 24 hours after the match to which he was summoned. This period may be 48 hours if the match took place on a different continent from that of the club with which the player is registered. The club shall be notified in writing of the player's expected outward and return journey ten days before the match. The national association shall ensure that the player returns to his club on time after the match.*
8. *If a player does not resume duty with his club by the deadlines stipulated in this article, the period of leave for his national association shall be shortened from the subsequent summons as follows:*
 - a) *For a friendly match : to 24 hours*
 - b) *For a qualifying match: to 3 days*
 - c) *For the final competition of an international competition: to 10 days*

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

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

Art. 37

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

his release including insurance for injury sustained in the international match (or matches) for which he has been released.

Art. 38

- 1. As a general rule, any player registered with a club is obliged to respond affirmatively when called by the association of which he is a national to play for one of its representative teams.*
- 2. A national association wishing to summon one of its players who is playing abroad must notify time in writing at least 15 days before the date of the match for which the player is required. The player's club shall also be informed in writing at the same time. The club shall confirm the release of the player within the ensuing six days.*
- 3. A national association which requests FIFA's help to obtain the release of a player playing abroad may do so only under the following two conditions:*
 - a) The national association with which the player is registered must have been asked to intervene but without success.*
 - b) The file must have been submitted to FIFA at least five days before the date of the match for which the player is needed.*

Art. 39

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

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

Art. 41

- 1. If a club refuses to release a player or neglects to do so despite the provisions of Art. 36 to Art. 40 above, the ZIFA Players' Status Committee shall apply the following sanctions:*
 - a) A fine*
 - b) A caution, censure or suspension of the club involved*
- 2. Any violation by a club of the restriction on playing mentioned under Art. 40 shall be subject to the following sanctions by the FIFA Players' Status Committee:*

- a) *All or part of the sanctions mentioned in par. 1 above:*
 - b) *The national association to which the club belongs shall declare the match (or matches) in which the player took part as lost by the club concerned. Any points thus won by the club in question shall be forfeited. Any match contested according to the cup system shall be regarded as having been won by the opposing team, irrespective of the score.*
3. *If a player reports late for duty more than once, in addition to the consequences described in Art. 36, Par. 8, the FIFA Player`s Status Committee may, ex officio or at the request of the player`s club, impose additional sanctions on the player and/ or his national association”.*

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

- 16.1 Every club shall before the commencement of each season register its Home ground in writing, details of their home and away choice colours (shorts, shorts and socks). The colours shall be permitted during the course of the season.
- 16.2 In addition to the official team outfits, each team shall be in possession of a spare, outfit (in colours contrasting with those of the official outfit) which shall also be taken to every match. The visiting team shall change in the event of there being a clash of colours and the onus shall be on such team to ensure to the home team`s colours prior to the match.
- 16.3 If in the opinion of the referee the colours of the two opposing teams might lead to confusion, they shall be changed, using either the entire spare outfit or a combination of both. The home team will be entitled to wear the outfit of their choice – the visiting team will change.
- 16.4 The outfits of the two goalkeepers shall be in contrasting colours to those of the two teams.
- 16.5 Teams shall be obliged to wear the following advertising on their playing jerseys:
- 16.5.1 The Club`s Sponsors name, if any, on the front of their jersey and the player`s name and the initial if necessary, on the back of the jersey;
 - 16.5.2 The technical sponsor and club crest on the left and right breast of the front of the jersey;
 - 16.5.3 The League logo and League sponsors on the right and left arm sleeve respectively;
 - 16.5.4 The above shall not exceed the accepted advertising standards as laid down by FIFA;

ORDER 17: STADIUM AND MATCH DUTIES AND OBLIGATIONS

- 17.1 The Home Team shall ensure that at least 2 balls are within the stadium just before a match. During matches played in the evening under floodlights the Home Team shall ensure that white-balls are provided.
- 17.2 Home Teams must ensure adequate and properly cleaned dressing room facilities for players and officials.
- 17.3 The Home Team must ensure adequate security before any match occurs.
- 17.4 The Home Team shall be responsible for the behavior of its spectators before, during and after the match until the stadium is cleared of all persons.
- 17.5 The Home Team shall ensure that grounds are properly and visibly marked with all flags and nets in their correct positions. Further the home team must ensure that there is no litter or dirt in the grounds.
- 17.6 In the event of any breach peace occurring or any disturbance occurring within and among the spectators this shall be subject of a Disciplinary Hearing.
- 17.7 Any individual player, team or match official who incites violence or who conducts himself in an ungentle manly manner within the course of the match shall be guilty of an offence and liable to be brought before the Disciplinary Committee for a hearing.
- 17.8 No player, Team Official, Referee, Assistant, PSL Official shall be allowed to engage in any betting or wagering of any kind with respect to the results of any particular PSL match.
- 17.9 No person shall bring alcohol into the stadium. The sale of alcohol is strictly forbidden in any stadium during the match. The home team shall ensure that no alcohol is brought into the stadium by any spectator, official or player.

ORDER 18: MATCH FIXTURES

- 18.1 Every team shall be obliged to honour every league fixtures as directed by the General Secretariat.
- 18.2 Any club without just cause that fails to fulfill its fixture obligation in respect of any league match on the appointed date or dates shall be deemed guilty of

bringing the game of football into disrepute and shall be subject to a Disciplinary hearing.

- 18.3 The General Secretariat shall ensure that fixtures for games to be played are given to every team before the beginning of each season or half season.
- 18.4 No team shall engage in friendly or charity matches without the written consent of the General Secretariat.
- 18.5 Clubs have no right or powers to change fixtures without the written approval of the league.
- 18.6 Official PSL League and Cup matches shall take precedence over all other said friendly or charity matches.
- 18.7 Before every match, teams must ensure that their players are properly registered in terms of Order, of these rules and regulations.
- 18.8 In cup tournaments, once a player has played for a particular team in that particular tournament, he cannot play for another team in the same tournament. Any team that uses such a player commits an offence and shall be subject of a Disciplinary Hearing. The offending team shall be disciplined in accordance with rules of the competition.
- 18.9 All league matches shall be arranged as soon as practicable prior to the commencement of the season. The copyright in all lists or arrangements of such fixtures shall be vested in the General Secretariat.
- 18.10 All league matches shall unless re-arranged with the approval of the General Secretariat be played on the dates scheduled at the commencement of the season.
- 18.11 All kick-offs must adhere to the time advertised by the General Secretariat and Referees must report any delays to the General Secretariat. Any club causing a kick-off to be delayed by 15 minutes or more from the time advertised will be guilty of bringing the game of football into disrepute and shall be a subject of a Disciplinary Hearing.

ORDER 19: PLAYER IDENTIFICATION

- 19.1 Before the commencement of any season a team must submit its list of players and a number between one to ninety-nine allocated to each player for that particular season.
- 19.2 In any single league match to be played, the number so allocated must be marked on the jersey and short the player is using.
- 19.3 The name of a player must be marked on any such jersey a player is using.

- 19.4 No player shall be allowed to play without a licence which is a laminated card bearing the players` picture and national identity number.
- 19.5 No team shall use a kit without the names of players clearly marked on the back of the shirt.
- 19.6 During the duration of the season any new players to a team shall be allocated a number, with the particular team forthwith supplying the written information to the Management.

ORDER 20: CLUB NAMES

No club may change its registered name except with the written consent of the General Secretariat

ORDER 21: REFEREES AND ASSISTANT REFEREES

- 21.1 Referees for league matches and tournaments under the PSL jurisdiction shall be appointed by the Referees Appointment Committee from a national list compiled by the Referees Association. The Referees Appointments Committee shall be a Sub-Committee appointed by the ZIFA Board in-terms of the ZIFA statutes.
- 21.2 Referees must report late starts and late arrivals of Assistant Referees or themselves. Assistant referees who are late must also forward an explanation to the PSL General Secretariat immediately
- 21.3 The Referees and their Assistants must report to the PSL General Secretariat all cases of misconduct of players, officials or spectators within three days of the occurrence.
- 21.4 Referees shall advise the General Secretariat of all cases where teams commence a game late.
- 21.5 An acknowledgement of notification of appointment must be given to the Referees Appointment Committee at least four days prior to the match.
- 21.6 Referees must present the team cards to the League office to be received within three days after the match.
- 21.7 Referees must ensure that teams play in the correct colours as outlined in order 21 paragraph 1 and all inspections must be done in the dressing rooms.
- 21.8 The match officials shall lead both teams together on the field of play five minutes prior to kick-off time.
- 21.9 The ball proposed to be used in the game must be submitted to and approved by the Referees before the commencement of the game. The selected ball must be used throughout the match unless otherwise determined by the Referees as outlined in Order 4 paragraph 1.

- 21.10 Prior to the, match the Referee and Assistant Referee will decide the position of assistant referee for kick-off and their direction of patrol.
- 21.11 Referees and assistant referees must not accept outside appointment on dates when they have engagements except by consent of the referees Appointment Committee.
- 21.12 The General Secretariat may require the Referee to complete a report on the condition of playing surface.
- 21.13 Any club or official or other person acting on behalf or in the presumed interests of a club paying or offering to pay a Referee or Assistant Referee more than his proper fee, allowances and travel and subsistence allowances shall be deemed guilty of misconduct.
- 21.14 The gross match fee for Referees and assistant referee payable before any deductions shall be stipulated unless otherwise changed by negotiations.
- 21.15 Canvassing by Referees and Linesmen will lead to disqualification.
- 21.16 In the case of matches where it is found necessary to stop play owing to weather or other causes, the Referee must wait a reasonable length of time before deciding upon abandonment.
- 21.17 In all league matches, match officials shall be required to wear an outfit as determined by the Referees Association.
- 21.18 Any Referee who is constantly involved in making controversial decisions shall be sent to the Referees Committee for disciplinary measures to be taken.

ORDER 22: TECHNICAL RULES

- 22.1 The League shall be run on a home and away basis, with three points being allocated for a win, one for a draw and none for a loss.
- 22.2 Where two or more teams have equal points, goal difference, (i.e. goals scored FOR minus goals scored AGAINST) shall be used to determine relative positions.
- 22.3 Where teams have equal goal difference, the number of goals scored FOR shall be used to determine relevant position.
- 22.4 Where teams have equal number of goals scored FOR, The aggregate of the direct results between the tied teams shall be used to determine relative position.
- 22.5 Where the aggregate of direct results between tied teams is a draw, there shall be a play-off at the neutral venue as determined by the General Secretariat of the League.

ORDER 23: ADMISSION FEES AND MANNING GATES

- 23.1 An admission fee shall be charged for any person attending PSL matches unless the General Secretariat has given special exemption.
- 23.2 The Marketing Department shall ensure that billboards are erected at the Stadium.
- 23.3 It shall be the obligation of the Home Team and the Finance committee to ensure that all admission fees are properly collected and forthwith handed over to the PSL, unless the General Secretariat has given a contrary directive.
- 23.4 No team or individual shall have the right to appropriate any gate takings or admission fees, which until distributed to particular teams remain the exclusive property of the PSL. This includes moneys collected in friendly matches or charity matches.
- 23.5 It shall be the obligation of the home team and Finance committee to ensure that adequate officials are manning the gates and ensuring that all admission fees are properly collected and accounted for, unless the General Secretariat has given a contrary directive

ORDER 24: CONTRACT WITH SPONSORS

- 24.1 Clubs shall not in any way whatsoever be sponsored by any sponsor which directly competes with the League's sponsor.
- 24.2 Any club, Official or Player shall not make direct contact with the sponsor without the prior written permission of the Premier League General Secretariat having been obtained.
- 24.3 Prior to the commencement of any competitions the General Secretariat shall circulate to the Clubs a draft copy of the proposed contract for that competition. Clubs shall be required to submit their written inputs on the on the contract within seven days from date of receipt.

ORDER 25: PRECEDENCE OF MATCHES

- 25.1 The order of precedence of matches shall be as follows:
 - 25.1.1 International
 - 25.1.2 Cup tournaments (local)
 - 25.1.3 Premier Soccer League
 - 25.1.4 Charity
 - 25.1.5 Friendly (local)

ORDER 26: CHARITY & FRIENDLY MATCHES

- 26.1 No member of the PSL shall participate in a non-competitive or friendly match or game without the prior written consent of the General Secretariat.

- 26.2 With respect to charity matches, the obligation shall be on the particular charities or their representatives to approach the General Secretariat by way of a written request submitted at least a month before the proposed date of the match.
- 26.3 Within seven days of receipt of such written request the General Secretariat shall reply in writing to the request. After considering the written application the General Secretariat may;
- 26.3.1 refuse the application
- 26.3.2 grant the application subject to certain condition with regards to inter alia:
- i. The distribution of the proceeds
 - ii. The levies to be paid to the PSL,, ZIFA and the Sports Commission, the distribution of the prize money
 - iii. The manner in which gates and turns tiles at the stadium are to be manned
 - iv. The venues thereof
 - v. The dates of the games
 - vi. The particular teams to participate
- 26.4.1 Where the team decides to participate in a friendly game with any other written request shall be submitted to the General Secretariat at least six days before the proposed date of the application.
- 26.4.2 The General Secretariat may grant or refuse the application. In granting the application the General Secretariat may impose any such conditions as it may see fit including similar to those in 26.3.2 above.
- 26.4.3 The General Secretariat shall be free to organize friendly and charity matches for the benefit of any Zimbabwe International Teams, ZIFA and deceased players.
- 26.4.4 Any team so chosen to participate in these matches shall be obliged to do so.
- 26.4.5 Any team to play any friendly or invitation match outside Zimbabwe shall in writing make a written request to the General Secretariat six months before the proposed dates of departure. The General Secretariat may grant or refuse such application, or grant the same subject to any such conditions as deemed fit. In addition, the National Association, ZIFA, shall have the right of ratifying any such decision or refuse.
- 26.4.6 A breach of any of the above conditions shall be deemed a serious offence rendering the offending party or team liable to expulsion from the League.

ORDER 27: INSURANCE

The League shall be responsible for insuring players and club officials whilst on official duty, which costs, premiums and other related expenses shall be borne by the League.

ORDER 28: FINANCIAL PROVISIONS

- 28.1 The General Secretariat shall have the right of levying subscription, admission fees, affiliation fees and registration of each team player.
- 28.2 The General Secretariat may in its discretion levy a fee in respect of any team's entry into a particular cup tournament.
- 28.3 All dues and fees shall be paid on the date prescribed by the General Secretariat.
- 28.4 The expenses to be borne by the League as well as the method of gate sharing shall be that as formulated by the Assembly of Clubs of the Premier Soccer League at any given time and provided that should there be any change in the above, clubs shall be given thirty (30) days notice in which to implement such change.
- 28.5 Television and radio rights for all matches of the League shall belong to the Premier Soccer League and no matches may be televised or filmed without the consent of the General Secretariat.
- 28.6 Prize money shall be awarded according to the schedule of prize money allocation, which schedule shall be distributed by the League prior to the Competition each year.

ORDER 28: TROPHIES AND AWARDS

- 29.1 The winner of the Premier Soccer League shall be awarded the Premier League Trophy. The trophy shall be retained by the club and returned to the Premier League office, in the same condition it was presented, by no later than 1 September of the year following the year in which it is presented.
- 29.2 The winning club shall be awarded thirty gold medals.
- 29.3 The General Secretariat shall have the exclusive right of awarding special merit awards to deserving persons of the league. In so awarding these prizes the General Secretariat shall ensure that appropriate rules and appropriate committees are drawn up or set up to ensure that the awards are awarded fairly, equitable and transparently.

ORDER 30: PROTESTS

30.1 Any club involved in a game may lodge a protest with the League in respect of any game played under the auspices of the League, provided that:

30.1.1 the protesting club participated in the same game;

30.1.2 where the protest relates to;

30.1.2.1 the use of a player reflected on the opposing team sheet who is allegedly unregistered, suspended, banned, fraudulently or improperly registered, the protesting club shall, at any given time prior to the kick-off of the match, object in writing to the use of the said player (setting out the reasons for the objection) by furnishing the referee in the presence of the senior assistant referee, with such objection, and by the referee notifying the opposing captain; or

30.1.2.2 any other contravention of the Constitution and/ or these regulations by a club, club official, player or match official (offending party) who participated in the said match, the exact nature and cause of the protest is furnished in writing to the referee in the presence of the senior assistant referee and is countersigned by the opposing captain, immediately prior to the kick-off of the match, or on the field of play at any time before the final whistle.

30.1.2.3 a written protest, accompanied by a protest fee of US\$3,000-00 (Three Thousand United States dollars) is lodged with the Chief Executive Officer of the League within 48 (forty eight) hours (excluding Saturdays, Sundays or public holidays) of the game. The Chief Executive Officer shall hand over the lodged complaint to the league prosecutor who shall institute for disciplinary proceedings against the offender.

30.1.2.4 the written protest referred to in order 30.1 above sets out the full facts on which it is based and refers to the Article and/ or Rule and Regulation allegedly contravened by the offending party; and

30.1.2.5 the protest is not made against the referee's and/ or assistant referee's decision connected with play, such decisions being final.

30.2 The onus is on the protesting club to ensure that the provisions of regulations 27.1 above are fully complied with and no protest shall be entertained by the prosecutor of the League, if the said provisions are not fully complied with, except that the prosecutor may decide to treat it as a complaint. Should the protest not comply with the said provisions, the protest fee shall be returned to the protesting club.

30.3 Upon receipt of a valid protest, the prosecutor of the League shall:-

30.3.1 call for further written information and documentation from the protesting club; and

30.3.2 forward to the offending party the documentation received from the protesting club and advise the offending party of the nature of the protest and ask such

party for a written explanation, but warning such party that such explanation may later be used in evidence against the said party.

30.4 Upon receipt of the replies asked for, or if no replies be received within five (5) days of the prosecutor of the League making the requests, in terms of **order 30.3** above, the prosecutor of the League shall then consider the protest.

30.5 The prosecutor of the League shall, after considering the protests:-

30.5.1 dismiss the protest if:-

30.5.1.1 the protests is frivolous or vexatious; or

30.5.1.2 the evidence placed before him discloses no prima facie evidence of an offence/ act of misconduct on the part of the offending party; in which case the protest fee shall be forfeited to the League.

30.5.1.3 accept the protest if:-

30.5.1.4 the complaint is not frivolous or vexatious; and

30.5.2.2. the evidence placed before him discloses prima facie evidence of an offence/ act of misconduct on the part of the offending party;

in which case the League shall return the protest fee to the protesting club, and charge the offending party with committing the offence referred to in the protest and any other offence which in the opinion of the prosecutor of the League has been committed.

30.6 The protesting club shall have the right to appeal against the decision of the prosecutor of the League not to entertain the protest in terms of order 30.2 or if he dismisses the protest in terms of order 30.5.1 above.

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

30.7 Any charge/s instituted by the League prosecutor in terms of **order 30.5.2** shall be heard by the Disciplinary Committee in accordance with the PSL Statutes and these regulations.

30.8 The protesting club shall have no right to be present at, tender, or give evidence before the Disciplinary Committee hearing the charge/s against the offending party, except that the League prosecutor may subpoena the protesting club to give evidence or produce any book, paper or document at the hearing. The protesting club shall furthermore have no right to appeal to the ZIFA Appeal Board against any decision of the Disciplinary Committee or to refer such decision to arbitration.

ORDER 31: ACTS OF MISCONDUCT/ OFFENCES

31.1 Without derogating from the generality of what constitutes an act of misconduct/ offence, the following are specifically declared to be acts of misconduct offences on the part of a player, official, servant or duly authorized (express or implied) representative of a club, official of the League, member of the General Secretariat, or member of any sub-Committee as the case may be:

31.1.1 On the part of a club where:-

31.1.1.1 It fails to provide adequate security as its venue,

31.1.1.2 It shall be presumed, unless the contrary is proved, that a club has failed to provide adequate security at its venue where the spectators at such venue, irrespective of their affiliation, committed acts, or were responsible for conduct, which is considered improper behavior.

31.1.1.3 It shall not be a defense to the aforesaid charge that a larger crowd than anticipated attended or attempted to attend the game.

31.1.2 Its players, officials, servants or duly authorized (expressed or implied) representatives or supporters directly or indirectly interrupt, obstruct or disturb the normal proceedings of a game before, during or after the match;

31.1.3 Its players, officials, servant or duly authorized (expressed or implied) representatives, for any corrupt, dishonesty or unlawful purpose in connection with a game played under auspices of the League, or in connection with the affairs of the League, give, offer or promise, whether directly or indirectly, any inducement, reward or bribe of whatsoever nature, to anybody whatsoever.

31.1.4 Players officials, servant or duly authorized (express or implied) representatives accept any inducement, reward or bribe referred to in **order 31.1.3** above.

31.1.5 It fails to comply with or contravenes any provision of the Constitution and these **orders**, the ZIFA Constitution and Rules of Association, the CAF Statutes and the ZIFA Statutes, as well as the Laws of the Game.

31.1.5.1 Should the provisions of the Constitution and these **orders**, be in conflict with the statutes of the various bodies above, then the provisions of Article 29.2 of the Constitution shall apply.

31.1.6 It fields an unregistered; ineligible suspended, banned fraudulently or impurely registered, or in any other way disqualified or prohibited person.

31.1.7 It fails to pay a player (other than non-contract or trainee players) who is registered with it, his salary or bonuses within 30 (thirty) days of payment being due to such a player, after being called upon to do so in writing.

- 31.1.8 It fails to fulfill a fixture for which a date and venue has been fixed by the League.
- 31.1.9 It fails to comply with any lawful order or instruction made by the Disciplinary Committee, an official of the League and/ match officials.
- 31.1.10 It fails to comply with other contravenes any order, resolution or code of conduct made or passed by the General Secretariat.
- 31.1.11 It knowingly furnishes incorrect information of whatsoever nature to the League.
- 31.1.12 Its players, officials, servants or duly authorized (express or implied) representatives or supporters commit an offence in-terms of **regulation 31.1.15** hereunder.
- 31.1.12.1 In this regard when an offence in terms of the provisions of the Constitution and these **orders** has been committed, whether by the performance of any act or by the failure to perform any act by a player official, servant, or duly authorized (express or implied) representative of a club, such an offence shall also be deemed to have been committed (and with the same intent, if any) by such a club, and such a club shall be convicted of the same offence jointly with the player, official, servant or duly authorized (express or implied) representative of such a club shall also be liable to punishment therefore.
- 31.1.13 Its supporters misbehave in any manner whatsoever, inside or outside a ground before, during or after a match, no matter on which ground the match is played. Without derogating from the generality of what constitutes misbehaviours on the part of supporters, the following are specifically declared to be acts of misbehavior:-
- 31.1.13.1 invasion or attempted invasion of the field of play, save for reasons of crowd safety;
- 31.1.13.2 causing the abandonment or attempting to cause the abandonment of a match;
- 31.1.13.3 throwing or attempting to throw missiles, bottled and other objects, whether potentially harmful or dangerous or not, on to the pitch, or at any person;
- 31.1.13.4 fireworks and rockets being let off;
- 31.1.13.5 acts of violence or attempted acts of violence against anyone at the game;
- 31.1.13.6 failing to conduct themselves in an orderly fashion;
- 31.1.13.7 insulting players, team officials, match officials or any other person at the game;
- 31.1.13.8 maliciously damaging or attempting to damage any property at the ground;
- 31.1.13.9 other acts of unsporting behavior;

- 31.1.14 Notwithstanding any provision of these orders, where a club is charged with any offence in terms of **order 31.1.13**, or any other offence relating to the misbehavior of spectators, such a club shall be guilty of such offence if the League shows that there was misbehavior on the part of any spectators at the ground, unless such club satisfied the Disciplinary Committee that the misbehaving spectators were not its supporters.
- 31.1.15 It fails to protect match officials against acts, attempted acts of violence or any other form of abuse before, during or after a match.
- 31.1.16 Its players refuse to continue a match or abandon the field of play without permission by the referee, or cause the abandonment of a match.
- 31.1.17 Its officials cause the abandonment of a match
- 31.1.18 It fails to immediately report any act of alleged misconduct within its knowledge, to the League.
- 31.1.19 It fails to immediately report all decisions of suspension of its officials or players where the period of suspension is 6 (six) months or longer to the Chief Executive Officer of the League of the said suspension, within 14 (fourteen) days of the said notification having been received by the Chief Executive Officer. No person suspended in terms of this Rule shall have his sentence reduced or remitted without the consent of the League.
- 31.1.20 It incites, permits or assists any person or body in the contravention of the Laws of the Game the Constitution and these orders, the ZIFA Constitution and Rules of Association, the CAF Statutes and the ZIFA Statutes.
- 31.1.21 It, inclusive of its officials, players, servants or duly authorized (express or implied) representatives or supporters commits any act or makes any statement, either orally or in writing, or has been responsible for conduct which is considered ungentlemanly, insulting or improper behavior, or likely to bring the game, sponsors, any member, the League, ZIFA, CAF or FIFA into disrepute.
- 31.1.22 It fails to attend a Disciplinary Committee hearing to which it was summoned or subpoenaed without reasonable cause.
- 31.1.23 Its officials, players, servants or duly authorized (express or implied) representatives assault, threaten, intimidate, coerce, interfere, mislead or insult a match official, player, official of the League, public, press or media, or any other person, before, during or after any match.
- 31.1.24 Its officials or players enter the stadium through a place which is not designated as the official entrance to the stadium. For the avoidance of doubt the official entrance is the entrance used by the officials and players when entering the stadium and into the field play. Such entry shall include entry into the stadium or field of play from the time that the teams arrive at the match venue.

31.1.25 On the part of a player, official of a club, officials of the League, member of the General Secretariat and a member of any Sub-Committee as the case may be, who;

Is employed directly or indirectly by the media, which shall include employment by a newspaper, television or radio station or contributes in terms of information to a column, prior written approval of the General Secretariat, is required which permission shall not be unreasonably withheld.

31.2 On the part of a player, official, servant or duly authorized (express or implied) representatives of a club, official of the League, member of the Executive Committee or member of any Sub-Committee as the case may be, who;

31.2.1 directly or indirectly interrupts, obstructs or disturbs the normal proceedings of a game, before, during or after match;

31.2.2 for any corrupt, dishonest or unlawful purpose in connection with a game played under the auspices of the League, or in connection with the affairs of the League, gives, offers or promises, whether directly or indirectly, any inducement, reward or bribe of whatsoever nature, to anybody whomsoever;

31.2.3 accepts any inducement, reward or bribe referred to in **order 31.1.3** above;

31.2.4 fails to comply with or contravenes any provision of the Constitution, and these **orders**, the ZIFA Constitution and Rules of Association, the CAF statutes and the FIFA, as well as the Laws of the Game.

31.2.5 fails to comply with any lawful order or instruction made by the Disciplinary Committee, an official of the League and/ or match officials;

31.2.6 fails to comply with or contravenes any order, resolution or code of conduct passed by the Board members of ZIFA;

31.2.7 fails to attend a Disciplinary hearing to which it/ he/ she was summoned or subpoenaed;

31.2.8 knowingly furnishes incorrect information, of whatsoever nature, to the League;

31.2.9 assaults, threatens, intimidates, coerces, interferes, misleads or insults a match official, player, official of the league, public, press or media, or any other person, before, during or after match.

31.2.10 engages in any conduct causing a situation dangerous to the public safety, before, during or after a match;

31.2.11 it fails to protect match officials against acts or attempted acts of violence or any other form of abuse before, during or after match;

31.2.12 fails to immediately report any act of alleged misconduct within its knowledge, to the League;

- 31.2.13 permits or assists any person or body in the contravention of the Laws of the game, the Constitution and these **orders**, the ZIFA Constitution Rules and Regulations, CAF Statutes and FIFA Statutes;
- 31.2.14 uses obscene or other objectionable language in connection with the affairs of the League;
- 31.2.15 is employed directly or indirectly by the media, which shall include employment by a newspaper, television or radio station, or contributes items or information to any newspaper, television or radio station without the prior written approval to the Chief Executive Officer of the League which permission shall not be unreasonably withheld;
- 31.2.16 commits any act or makes any statement, either orally or in writing, or has been responsible for conduct which is considered ungentlemanly, insulting or improper behavior, or likely to bring the game, sponsors, any member, the League, ZIFA, CAF or FIFA into disrepute.
- 31.2.17 behaves in a manner, which brings the league or any of its sponsors into disrepute or endangers the welfare of the League.
- 33.3 On the part of any player, where he refuses to continue a match, or abandons the field of play without permission by the referee, or causes the abandonment of a match.
- 33.4 On the part of an official, where the said official causes the abandonment of a match.
- 33.5 Any club or person who has been found guilty of committing an offence by the Disciplinary Committee shall be liable to such penalties or combination of penalties as the Disciplinary Committee may impose in terms of the Constitution and these **orders**.
- 33.6 Any club, player, official, servant or duly authorized (express or implied) representative of a club, member of the Executive Committee or Board of Governors or of a sub-committee who;
- 33.6.1 attempts to commit any offence in-terms of the Constitution and these **orders** shall be guilty of an offence and shall be liable, on contravention, to the same penalties as are competent for a contravention of the Constitution or Rules itself;
- 33.6.2 is convicted of any criminal offence in relation to fraud and dishonesty shall be guilty of an offence in terms of the Constitution and these **orders** and, after a hearing, shall be liable to such penalties as the Disciplinary Committee may impose. In this regard, in any disciplinary hearing, a certified copy of the judgement of the convicting court shall be proof of such conviction.
- 33.7 Officials, players, servants, or duly authorized (express or implied) representatives of a club who attend matches under the auspices of the League,

and fail to observe the Constitution, Rules and Regulations and Laws of the Game.

- 33.8 Where any statement made by an official or player of a club which is considered ungentlemanly or improper and/ or is likely to bring the League, its sponsors, or any other member into disrepute, is reported in the press or media, the Chief Executive Officer of the League may, in this discretion, notify the said official or player of the said reported statement and enquire from the said player or official whether it/her/she denies or admits having made the said statement to which the said person shall reply within 5 (five) days of receiving the said notification.
- 33.8.1 Where such a person admits the said statement, the League may take disciplinary action;
- 33.8.2 Where such a person denies having made the said statement, the said person shall
- 33.8.2.1 furnish the League with an affidavit, denying having made that statement within 5 (five) days of receiving notification from the Chief Executive Officer of the League; and
- 33.8.2.2 publicly deny and refuse such statement at a press conference called by the League on the date stipulated by the League.
- 33.8.3 Where such a person fails to reply to the notification by the Chief Executive of the League, or having denied making the statement, fails to comply with regulation 33.8.2.2 above, the said statement shall be irrefutably reported by the press or media, and the Chief Executive Officer or the League may institute disciplinary action against the person concerned.
- 33.8.3.1 It shall not be a defence against any charge instituted by the Chief Executive Officer of the League, to show that the statements were true and in the public interest unless the statement was based on grievance by the person concerned which was raised and discussed at a Assembly of Clubs meeting, or at any other appropriate forum of the League prior to the statement having been made to the press or media.

ORDER 32: SUMMONS OF PARTIES AND DISPUTE SETTLEMENT PROCEDURES

- 32.1 The Chief Executive Officer of the League shall have the power to appoint a nominee and/ or a pro-forma prosecutor to act on his behalf, who shall represent the League in all hearings before the disciplinary Committee of the League, by:-
- 32.2 Prosecuting all acts of misconduct/ offences at the instance of the League, pursuant to any protest or complaint referred by the Chief Executive Officer of the League to the Disciplinary Committee;
- 32.3 Making representations and submissions on behalf of the League in respect of a dispute or any other inquiry, investigation or matter in terms of the

Constitution and these **orders**, head by the Disciplinary Committee of the League.

- 32.4 An individual person or team that has a complaint against any other team official shall make the complaint in writing to the General Secretariat with complaint fee of US\$3 000.00 (Three Thousand United States Dollars). The General Secretariat shall then refer the matter for settlement to the Disciplinary Committee.
- 32.5.1 Present a charge in writing to that team or individual
- 32.5.2 Asks that team or individual to present a written report in answer to the allegation and such written answer must be provided for within two days from the date that the allegation is made. Any team or person that fails to provide a written report within the time prescribed shall be guilty of an offence and shall be a subject to a Disciplinary Hearing.
- 32.6 Once a written report is received, even if the written report is not received, the General Secretariat may refer such matter for a hearing before the Disciplinary Committee.
- 32.7 Before any party is brought before the Disciplinary Committee, such member shall be given at least seven (7) days written notice. Such notice shall:-
 - 32.7.1 State the nature and particulars of the offence.
 - 32.7.2 Call upon such party to submit a written report or answer to the charge if such party has not already provided for such report.
- 32.8 No adverse decision against it by the General Secretariat unless the party has been afforded a hearing in the Disciplinary Committee.
- 32.9 If any party, after being notified of a Disciplinary Hearing in terms of this Order fails to attend such hearing then the matter may proceed in his absence.
- 32.10 At the hearing of any matter, the onus shall lie on any party of bringing the game of football into disreputable, to convince the Disciplinary Committee of its innocence.
- 32.11 The Disciplinary Committee may require any person to give evidence under oath or affirmation.
- 32.12 Any party brought before the Disciplinary Committee, may with leave of Committee, question ay party or witness to hearing.
- 32.13 The Disciplinary Committee shall conduct any hearing in such manner as it considers most suitable to the clarification of issues before it generally to the just handling of the proceedings.
- 32.14 Any party or witness who:-

- 32.5.1 threatens, resists, hinders or obstruct or uses foul abusive and insulting language towards the Disciplinary Committee.
- 32.5.2 Without lawful excuse fails or refuses to provide any book or record when required to do so by the Disciplinary Committee shall be guilty of an offence and shall be a subject of disciplinary Hearing.

ORDER 33: DISCIPLINARY CARDS

- 33.1 Consistent with the Rules and Laws of the game, any referee or match official shall have the power of issuing disciplinary Red and Yellow cards to players and officials during the duration of any match.
- 33.2 Any player given a red card shall immediately leave the pitch, or the bench, and in addition shall be suspended automatically for two official consecutive matches. For the avoidance of doubt, any friendly or charity match, and shall not be treated as an official match, and shall operate to nullify the operation of eth said red card.
- 33.3 Where a player is sent off from a match on the basis of two yellow cards received in one particular game, shall be automatically suspended for two official matches with the provision of rule 33.2 applying *mutates mutandis*.
- 33.4 Similarly where a player has accumulated three yellow cards, he shall automatically be suspended for one official match again with rule 1.3 applying *mutates mutandis*. Such suspension shall commence on the second official match sanctioned by the League.

ORDER 34: THE DISCIPLINARY COMMITTEE

- 34.1 The Disciplinary Committee shall have powers as defined in Article 49 of the PSL Constitution.
- 34.2 The General Secretariat shall appoint a Chairman, Vice Chairman and Secretary. The Chairman shall chair all meetings of the Disciplinary Committee whilst Secretary shall take minutes of all meetings of the Disciplinary Committee.
- 34.3 In the absence of the Chairman the Vice Chairman shall stand in as Chairman for that particular Disciplinary Hearing.
- 34.4 Three members of the Disciplinary Committee shall form a quorum for purpose of a Disciplinary Hearing provided one such member is a registered legal practitioner or practicing Magistrate.

- 34.5 The Disciplinary Committee shall pronounce its judgement or sentence at the end of its sitting and any party subject to a disciplinary Hearing shall wait to be advised in the following instances.
- 34.6 Members of the Disciplinary Committee shall from within themselves choose an individual to prepare any such judgement.
- 34.7 A written judgement shall be prepared within three days of a Disciplinary Hearing and shall forthwith be handed over to the General Secretariat.
- 34.8 Soon after receipt of the written judgement the General Secretariat shall deliver or send by registered post, the said judgement to the party concerned.
- 34.9 The General Secretariat may in its discretion hand copies of such judgements to the press provided that the decisions of the Disciplinary Committee may not be communicated to the press without the party that is subject to the Disciplinary Hearing being advised of the same first.
- 34.10 Any complaint to the Disciplinary Committee must be accompanied by a disciplinary hearing fee defined by the General Secretariat, which is not refundable.

ORDER 35: THE APPEALS COMMITTEE

- 35.1 Any appeal against the decision of the disciplinary Committee shall be noted to the ZIFA Appeals board as Defined in the PSL Constitution.
- 35.2 Such appeal shall be noted:
 - 35.2.1 Within 7 days from the date to the judgement
 - 35.2.2 Shall be forwarded in duplicate to the PSL General Secretariat
 - 35.2.3 Shall be accompanied by a mandatory stipulated fee, which is not refundable.
 - 35.2.4 Shall be in writing and shall set out clearly and concisely the grounds of appeal.
- 35.3 If any appeal is not noted within the time set up above, then appeal shall become prescribed and neither the Appeals Committee nor the General Secretariat shall have the power to condone the failure to file the appeal timeously.
- 35.4 The Appeals Committee shall have the power to remit a case back to the Disciplinary Committee for hearing *de novo* on such terms and conditions as it sees fit.
- 35.5 If an appeal is noted, but the appeal fee is not supplied, then such appeal shall become prescribed and the Appeals Committee shall have no power to hear the appeal.

- 35.6 The appeals Committee shall not be a court of first instance and shall decide an appeal on the basis of the papers before it. However, the Appeals Committee may call any person, including any members of the Disciplinary Committee for the purpose of clarifying an issue before it.
- 35.7 The Appeals Committee shall soon after an appeal sitting immediately announce its ruling.
- 35.8 The General Secretariat at its discretion can only release a judgement of the Appeals Committee to the Press.

ORDER 36:

- 36.1 Unless exceptional circumstances exist the General Secretariat may impose sentences as defined in the PSL standing orders offences including these defined offences.
- 36.1.1 Using kit without the name of players and their numbers not clearly marked on the back of the shirtfront or short. Fine of proposed (as set by the General Secretariat from time to time)
- 36.1.2 Using Kit without the sponsors logo. A fine (as set by the General Secretariat from time to time)
- 36.1.3 Failure to fulfill a league fixture without valid reason will result in expulsion from the league.
- 36.1.4 Use of an unregistered/ ineligible player in league match, three points will be deducted and thrown away and a fine as set by the General Secretariat from time to time.
- 36.1.5 Arriving at match stadium fifteen minutes late of the official kick-off time: a fine as set by the General Secretariat from time to time (without valid reason) more than 30 minutes the match to be awarded to the opposition team.
- 36.1.6 Failure by a team to use the changing rooms. Fine as set by the General Secretariat from time to time.
- 36.1.7 Failure by a team to enter the stadium and pitch in a manner that is consistent with order 3: A fine as set by the General Secretariat from time to time.
- 36.1.8 Failure by the home team to provide a stretcher will attract a fine as set by the General Secretariat from time to time.
- 36.1.9 Failure by the home team to provide substitution number plates will attract a fine as set by the General Secretariat from time to time.
- 36.1.10 Causing match to be abandoned: Refer case to the Disciplinary Committee.

36.1.11 Use of abusive language and any general ungentlemanly conduct: Refer case to the Disciplinary Committee.

36.1.12 Bribery or match fixing: refer case to the Disciplinary Committee.

36.1.13 Failure to exercise control over spectators at matches leading to chaos and violence: refer to Disciplinary Committee

36.2 For any other offences not defined in this order the Disciplinary Committee shall impose a sentence which its discretion meets the justice of the case. Notwithstanding the above rules, the PSL, General Secretariat is empowered to run and organise the leagues as it seems fit.

ORDER 37: ASSOCIATION WITH CLUBS

37.1 No Club Director, Official or player may either directly hold or deal in the securities or shares in another club or;

37.1.1 be a member of another Club or;

37.2.1 be involved in any capacity whatsoever in the Management, Administration or coaching of another Club or;

37.1.3 have any power on either a full time basis with PSL league or ZIFA

37.1.4 be employed on either a full time basis with PSL league or ZIFA

37.2 For the purpose of this Rule, Clubs shall mean any Club in membership of the league.

ORDER 38: UNDERTAKING BY CLUBS OFFICIALS AND PLAYERS

All Clubs must incorporate in any agreements with their Officials and Players and undertaking on part of such Officials and players to seek the permission of the Club and the League before contributing to the press, television or radio. It is the responsibility of the Club to ensure that any permission so granted is not used by the Official or player in such a way as to bring the league, its sponsors or its Clubs into dispute.

ORDER 39: MATTER NOT PROVIDED FOR CHANGES TO THESE RULES

39.1 Matters not provided for in these regulations shall be dealt with in terms of the constitution of the PSL, and where silent, the statutes of ZIFA, and thereafter, the statutes of CAF and FIFA.

39.2 The Assembly of Clubs shall be empowered to amend, alter and add to the regulations at any time during any one season. Such amendments, alterations

and additions to these regulations shall be operative 7 days after their promulgation.

- 39.3 The General Secretariat shall be empowered to institute and authorize a Commission of inquiry into any matter which they may in their sole and absolute discretion, deem necessary or advisable.
- 39.4 Any documentation of whatsoever nature which require to be served on the club, club official or
- 39.5 Player of the League shall be served on such party at the address and/ or telefax as supplied to the League by the club in its annual registration.

SCHEDULE1

REGULATIONS GOVERNING THE APPLICATION OF THE REGULATIONS RELATING TO COMPENSATION, THE SOLIDARITY MECHANISM AND STABILITY OF CONTRACTS, THE ENFORCEMENT OF COMPANSETION AWARDS AND THE RULES AND PROCEDURES FOR DISPUTE RESOLUTION.

CHAPTER 1 – TRAINING COMPENSATION FOR YOUNG PLAYERS

Principles

1. For the purpose of calculating compensation the training period starts at the beginning of the season of the player`s 12th birthday, or at a later age. As the case may be, and finishes at the end of the season of his 21st birthday.
2. Compensation for training is due:
 - 2.1 For the first time, when a player acquired non-amateur status according to the PSL`s regulations;
 - 2.2 Afterwards, for every transfer up to the age 23, depending on the player`s status, i.e.
 - From amateur to non-amateur status
 - From non-amateur status to non-amateur status
3. Compensation for training is not due
 - 3.1 for transfer from amateur status to amateur status or for transfers from non-amateur status to amateur status (reacquisition of amateur status), unless the player (re) acquires non-amateur within a period of three years;
 - 3.2 if a club unilaterally terminates a player`s contract without just cause, but without prejudice to the compensation due to the previous training clubs.
4. Payment of compensation for training:

- 4.1 As a general rule, the amount due shall reflect the costs which were necessary to train the player and shall be paid for the benefit of every club which has contributed to the training of the player in question, starting from the age of 12.
- 4.2 First payment (as mentioned in paragraph 2.1): The amount to be paid is for the benefit of every club which has contributed to the training of the player in question, starting from, the age of 12. The money shall be distributed on a pro-rata basis depending on the full year of proper and proven training, and in relation to the category to which the training clubs belong.
- 4.3 In the case of subsequent transfers (as mentioned in paragraph 2.2) from clubs belonging to the third or fourth categories (as defined paragraph 6), the new club shall pay the former the costs which it incurred in training the player as well as the training compensation costs which it incurred when registering the player.
- 4.4 In the case of a player moving from a club belonging to the third or fourth categories to a club in a higher category, a cascade principle will apply as defined in **paragraph 12** below.
- 4.5 In the case of a player moving clubs within the same category, a cascade principle will apply as defined in **paragraph 12** below.
- 4.6 In the case of a player moving from a club in the first or second category, the amount of training compensation payable shall be the training cost of the previous club.

Calculation parameter

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

6.1 Category 1

All Premier Soccer League Clubs

6.2 Category 2

All first division clubs.

6.3 Category 3

All 3rd division clubs

6.4 Category 4

All 4th division club and below.

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

Calculation of compensation for training and education

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

Distribution of the compensation payment

10. In cases where training compensation is due and payable when a player signs his first non-amateur contract, the amount must be distributed on a pro rata basis according to full years of proper and proven training and in relation to the category to which the training clubs belong.
11. In cases of subsequent transfers from clubs belonging to the third and fourth categories, the new club is to pay the former club the costs which the latter incurred, in training the player as well as the training compensation costs, which later paid when registering the player
12. In the case of a transfer from clubs belonging to the first or the second category, the new club is to pay the former only the costs which the latter incurred in training the player. However, portions of these amount may have to be allocated among different clubs in the following circumstances.
 - 12.1 For the transfer of a player from a club in the third or fourth category to a club in a higher category, 75% of the amount exceeding the costs of the category of the former club shall be redistributed on a pro-rata basis to all the clubs that have trained the player from the age of 12 onwards.
 - 12.2 For the transfer of a player from a club in the second category to the club in the first category, 50% of the amount exceeding the costs of the category of the former club shall be redistributed on a pro-rata basis to all the clubs that have trained the player from the age of 12 onwards.
 - 12.3 For the transfer between two clubs of the same category, 10% of the amount calculated as described below shall be redistributed on a pro-rata basis to all the

clubs that have trained the player from the age of 12 onwards. The following rules apply where:

- 12.3.1 The player moves from a lower to a higher category: calculated is the average of the training costs for the two categories;
- 12.3.2 The player from a higher category: calculations based on the training costs of the lower category club;
- 12.3.3 The player moves from a club in category 1,2 or 3 to a club in category 4: no compensation for training is payable.
- 12.3.4 If a player`s career cannot be traced back to the age of 12, compensation years will be based on category four of the purposes of determining training compensation and the amount will be distributed to ZIFA and be earmarked for training young players.

Payment of compensation

13. The new club shall pay the training clubs the amount calculated as compensation for training and education pursuant to the above rules at the latest within 30 days of the signature of the first contract and any subsequent transfer, within 30 days of the player`s new registration.
14. It is the responsibility of the new club to calculate the amount of the compensation for training and education and the way in which it shall be distributed in accordance with the player`s career history. Team player shall, if necessary, assist the new club in discharging this obligation.
15. The Player Status Committee may impose disciplinary measures on clubs or players that do not observe the obligations stipulated in the previous paragraphs. Appeals against the measures may be lodged with ZIFA.

CHAPTER – SOLIDARITY MECHANISM

Principles

16. If a non-amateur player moves during the course of a contract, a proportion (5%) of any compensation, excluding Value Added Tax paid to the former club will be redistributed as a solidarity contribution to the clubs involved in the training and education of the player concerned over the years. This solidarity contribution shall be apportioned between the clubs concerned according to the age of the player at the time they provided him with education, as follows:
 - 12 - 13 Years: 5%
 - 13 - 14 Years: 5%
 - 14 - 15 Years: 10%
 - 15 - 16 Years: 10%

- 16 - 17 Years: 10%
- 17 - 18 Years: 10%
- 18 - 19 Years: 10%
- 19 - 20 Years: 10%
- 20 - 21 Years: 10%
- 21 - 22 Years: 10%
- 22 - 23 Years: 10%

Payment of solidarity contribution

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

CHAPTER III – STABILITY CONTRACTS

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

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

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

CHAPTER IV – ENFORCEMENT OF COMPENSATION AWARDS

24. The part responsible for breach of contract shall be obliged to pay the sum of compensation determined by the Player Status Committee.

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