

SECTION C1: PLAYERS

C1:1 REGISTER, REGISTRATION & CONTRACT TYPES

REGISTER OF PLAYERS

C1:1:1 The League shall maintain a register of Players and Free Agents ("the Register") and shall designate whether the Players are amateurs or professionals and if the latter whether they are Contract, Conditional Contract or Contract Expired Players. The League shall divide the Register into sub-sections which will represent each Club's list of registered Players ("Club Registers") and Free Agents.

PLAYER TO BE REGISTERED WITH ONE CLUB

C1:1:2 No Player shall be entitled to be registered with more than one Club be that Club a Member Club or a Club which is affiliated to a member of the RLIF save in such circumstances as the Board may direct from time to time.

BOUND BY OPERATIONAL RULES

C1:1:3 A Player shall be registered with the RFL upon submission of a correctly completed Official Registration Form and other documents as set out below or as required from time to time and shall be bound by the Operational Rules from the date the Form is received by the RFL. To be removed from the Register and to be no longer bound by the Operational Rules a Player must provide written notice of his desire to be removed from the Register. Such de-registration will take effect 12 months from the date the Notice is received by the RFL and the Player agrees to be bound by the Operational Rules until that date.

PROFESSIONAL PLAYERS

C1:1:4 A professional Player is a Player who has reached the appropriate age and who has agreed with a Club to receive monies for playing (other than merely in relation to reasonable travelling and out of pocket expenses). A Professional Player may be a Contract Player, a Conditional Contract Player or a Contract Expired Player. Players and Clubs shall abide by the Rules for registering players as set out below.

(a) Contract Player

A contract Player is a Player who has entered into a Full-time Contract or Part-time Contract with a Club for a specific period.

(b) Conditional Contract Player

A Conditional Contract Player is a Player whose contract with a Club has expired and who has been offered but not accepted a new contract with that Club. Such a Player may agree with the Club to sign a Conditional Contract. Such a contract must be in writing in the form from time to time prescribed by the Board and shall state the terms thereof and all financial benefits that the Player may receive and must be for a period of no less than one month and must not continue beyond 30 November in the year in which it was signed but can be renewed by mutual consent.

During the period of the Conditional Contract, or the renewal thereof, the Player may sign a contract with any other Club in the following circumstances:

- (i) by giving the Club with whom he has a Conditional Contract seven days prior written notice before he may be transferred to a new club, (in which case, compensation may be determined as set out in Operational Rule Section C1:3:13 and C1:3:14 below if he has not reached or passed his Compensation Expiry Date); or
- (ii) by agreement between the Player and the Club concerned; or
- (iii) if the Clubs agree, for a fee (in accordance with the Negotiated Transfer Operational Rules below)

(c) Contract Expired Player

A Contract Expired Player is a Player whose contract with the Club with whom he is registered has expired and who has been offered but has not accepted or signed a new contract with the Club (in accordance with the Compensation System set out below). Such a Player is not entitled to play for the Club with whom he is registered unless he signs a Conditional Contract in which case this must be recorded and notified to the RFL immediately by the Club and the Player completing and submitting the relevant form. Contract Expired Player is free to sign a contract with another Club, in which case compensation shall be paid in accordance with these Operational Rules unless the Player's Compensation Expiry Date has passed.

PRESCRIBED CONTRACT

C1:1:5 A Full-time Contract shall mean a full-time contract between a Club and a Player in the form from time to time prescribed by the Board.

A Part-time Contract shall mean a part-time contract between a Club and a Player in the form from time to time prescribed by the Board.

C1:1:6 Such Contracts whether full or part time shall record all financial benefits or benefits in kind that the Player may receive including but not limited to image rights agreements whether or not the Player is a beneficiary of such image rights agreements and must be in the form of the RFL's Standard Player Agreement as from time to time specified by the Board. All variations to the contract made during the term must be lodged with the RFL within seven days of the agreement.

The Contract must contain the Player's home address and Players are responsible for notifying the Club of any changes immediately and the Club is responsible for informing the RFL of the change immediately. The Player's Agent Acknowledgement must be completed.

C1:1:7 Each Club shall, within forty-eight hours of signature thereof, notify the Board in writing of the conclusion of or renewal of any Contract with a Player or the signing of a contract with a Player not already on the Club's register and shall enclose a copy of each such contract with the notification concerned. Where these Operational Rules require that a prescribed form of contract is to be used then that standard form shall be utilised without deletion or amendment and the only permissible additions thereto shall be one or more clauses published by the Board from time to time and approved for inclusion therein. Failure to comply with this Operational Rule C1:1:7 shall amount to misconduct.

C1:1:8 EXPIRY DATE OF CONTRACTS

All contracts with Players (and any extensions thereof) shall expire at the end of the contract period which (except in the cases of weekly or Conditional Contracts) shall be 30 November in any given year.

LOANS TO PLAYERS

C1:1:9 No Club or Club Official(s) shall loan money or goods or make any payment or provide any benefit in kind to a Player unless they are recorded in the Player's contract. The Board may declare that any breach of this Operational Rule shall be deemed an unlawful payment and shall be treated as misconduct in which case, the offender shall be dealt with pursuant to Section D1 below as the Board deems appropriate.

AMATEUR PLAYERS**C1:1:10 (a) Amateur Players**

An amateur Player is a Player who has attained the age of 17 years of age or over or will attain the age of 17 prior to or during that Season and who receives only reasonable travelling and out of pocket expenses from his Club.

(b) Trialists

A Trialist is a Player who has registered on a temporary basis with a Club on the appropriate paperwork under the conditions of the "Trialists Code of Conduct" as set out in E14 below. A Year 11 Player may not be registered as a trialist. When interpreting these Operational Rules it is assumed that all Trialists are Amateur players and Trialists must not be paid other than expenses as set out in C1:1:12 below.

REGISTRATION OF AMATEUR PLAYERS

C1:1:11 The registration of Amateur Players shall be binding for a maximum of one Season only and shall expire on 30th November in that Season or if earlier upon that Player signing for another Club and is set out in more detail below.

AMATEUR PLAYERS – PAYMENT OF EXPENSES

C1:1:12 An Amateur Player may be reimbursed for reasonable expenses actually incurred when travelling to and from Matches and training (only). The Player shall give the Club a written receipt setting out details of expenses claimed and paid and such receipts shall be retained by the Club and if requested shall be produced to the Board. The making of any other payments by a Club to an amateur Player shall constitute misconduct which shall include any payment which would constitute a Salary Cap Qualifying Cost.

If an Amateur Player is engaged by a Club or any organisation or individuals who are connected with the club by issue of shareholding, mutuality of directors or by sponsorship agreements or supplier agreements in any capacity for which he receives remuneration, then the Club (and/or the Player) may be required to prove to the satisfaction of the Board that the playing services of the Player do not affect the amount of remuneration paid to him.

An Amateur Player who is injured whilst playing in any RFL competition may be reimbursed the costs of medical attention by his Club and with the permission of the Board such Player may receive the proceeds of a collection or special match arranged by his Club on his behalf.

REVERSION TO AMATEUR STATUS

C1:1:13 The Board may in its discretion permit a Professional Player to revert to the status of Amateur Player provided that (if the Player has a contract with a Club) both Club and Player have agreed to cancel that contract and the Player has not received and does not thereafter receive any payment of whatsoever nature or any other form of consideration from the Club for his services in relation to the period after his change of status (whether such payment arose as a result of his contract or otherwise) save as expressly permitted by Operational Rule C1:1:12. In such cases the Club and Player must apply for authorisation to the Board in writing.

FREE AGENT

C1:1:14 A free agent is a Player whose name has been removed from those sub sections of the Register which represent each Club's list of Registered Players and whose name has been placed on the sub section of the Register designated for Free Agents. A Free Agent may seek registration with any club of his choice without compensation being due to his former club.

COMPENSATION EXPIRY DATE

C1:1:15 The Compensation Expiry Date shall mean the 1st of December immediately after a Player has both reached the age of 22 and is also a Contract Expired Player but if on or before 30 November in any year a Player's contract has expired and he has already turned 21 years of age, then his Contract Expiry Date shall be the date of his 22nd birthday and not 1st December next following.

C1:2 REGISTRATION & TRANSFER OF PLAYERS

PLAYERS TO BE REGISTERED TO PLAY OR TRAIN

C1:2:1 A Club shall not allow a Player to take part in any Club training or conditioning programme or to play for it in a Match, unless that Player is on its Club Register. Any Club who plays or trains an unregistered Player shall be guilty of misconduct and shall be dealt with by the Compliance Commissioner or the Operational Rules Tribunal under Section D1 below.

REGISTRATION REQUIRES ACKNOWLEDGEMENT

C1:2:2 A Player shall only be deemed to be on a Club's Register upon receipt by the Club of the acknowledgement of registration from the RFL. Acknowledgement confirms that the player has been registered with the RFL but he is not entitled to play until such time as all relevant regulations have been met eg baseline testing, inclusion in first team squad etc.

BOARD ENTITLED TO REFUSE REGISTRATIONS

C1:2:3 The purpose of these rules is to ensure as far as possible the long-term financial survival of rugby league clubs and adherence to the Salary Cap rules and to

protect the integrity of the competitions and prevent the Game being brought into disrepute.

The Board on behalf of the RFL shall be entitled to refuse registration of a Player or refuse to accept a Contract, Contract renewal, variation or extension in any of the following circumstances:

- (a) the Board reasonably believes that the Club concerned owes money to the RFL or a Member which has not been duly paid; or
- (b) the Board reasonably believes that to accept the registration or contract may bring the Game into disrepute or may adversely affect the integrity of any competition; or
- (c) the Board reasonably believes that to accept the registration or contract may adversely affect the ability of the Club concerned to remain within the relevant Salary Cap; or
- (d) a Super League Club operating to the finite cap wishing to register a player after 1 February in any given season where such player will count on its 20/25 List of players fails to provide an updated Salary Cap Return showing to the Board's satisfaction how the Club will include that player on its register without exceeding the finite cap; or
- (e) the Board reasonably believes that the Club concerned has failed to submit the most recent certification in relation to liabilities to HMRC in accordance with A3:1 of these Rules or the Board reasonably believes, having considered the most recent certification submitted in relation to liabilities to HMRC, that it is not prudent for it to allow the Club to register the Player; or
- (f) the Board reasonably believes that the Player is under a relevant suspension or ban imposed by the RFL or another governing body of any sport in any part of the world.

REGISTRATION DOCUMENTS

C1:2:3 A Player who is not currently on a Club's Register shall be registered by the Club and the Player completing in full and submitting to RLHQ the official registration form (as prescribed by the Board from time to time) and by the RFL providing an acknowledgement of registration as detailed above. The registration form must be accompanied by such other supporting documents as the Board may require from time to time which in cases of first registration may include the Player's birth certificate, details of the transfer fee (if appropriate), work permit application and clearance (if appropriate), compensation cheque (if appropriate) and in the case of Professional Players, by a Standard Players Contract signed by both Club and Player.

NUMBER OF PLAYERS ON REGISTER

C1:2:4 The purpose of this rule is to protect the competitiveness of rugby league competitions by avoiding one or more clubs registering a large number of players. No Club shall at any time have more than 40 Players on its Club Register, unless it enters a team in the Academy Competition in which case it may have 50 Players on its Register or unless it enters two teams in the Academy Competition in which case it may have 65 Players on its Register. If it does so, it shall be guilty of misconduct. For the purposes of this Rule Year 11 Players, who are ineligible for first team duty, shall not be counted against the number of Players a Club is allowed to register.

REGISTERING BEFORE MATCHES

C1:2:5 A Club must ensure that for Matches played on a Weekend, all documentation (as set out in Section C1:2:4 above) must be received by the board in the case of Super League by no later than 2.00 pm on the Thursday of that week and for matches played on weekdays by 2.00pm on the day of the match. Failure to comply with this Operational Rule, will render a player ineligible for that match. In any event, a club must only play players in respect of which it has received an acknowledgement of registration from the RFL prior to 5pm on the Friday before a Match played on a Weekend or for matches played on weekdays by 5.00 pm on the day of the Match.

C1:2:6 REGISTRATION DEADLINE

- (a) If any signing takes place or is authorised by the Board after close of business on the Friday prior to the last:
- (i) Seven rounds of regular matches in Super League; or
 - (ii) Six rounds of regular matches in National League One; or
 - (iii) Three rounds of regular matches in National League Two

then the Club shall not be entitled to play that Player in the remaining rounds or in any Match in the relevant Grand Final Series.

- (b) However nothing in this Operational Rule shall prohibit:
- (i) a Player who is on a Club's Academy register; or
 - (ii) a Player who has been on loan to a Club having his loan extended or returning to his registered Club;

playing for that Club in all or any such Matches provided that the relevant paperwork is submitted to the RFL in the format as required from time to time.

SCHOOLBOY REGISTRATIONS

C1:2:8 A Schoolboy shall mean a boy who is of compulsory school age. A Schoolboy may be registered as a Scholar with a Club that has a current accreditation from the RFL Scholarship Scheme. Registration is on an annual basis and is subject to the Rules of the Scholarship Scheme as set out in E3 below. No Club shall place or attempt to place on its Register any Schoolboy or submit to the Board for registration a form which has been signed by a Schoolboy other than in accordance with the procedures and timetable for the contracting and registering of Year 11 Players as set out in Appendix E4 of these Operational Rules.

- (a) A Schoolboy may sign a Contract (Full-time or Part-time) in his 11th year of statutory education in accordance with the procedures set out in E4 below. In his first season the Player is only eligible to play Academy Foundation or Junior Academy, however, dispensation may be sought from the RFL Performance Department for the Player to play First Team or Senior Academy.

In addition, each Club agrees that a Schoolboy shall not play or be selected to play in any Match if as a result of his playing, his commitment to school activities is in the opinion of the Board likely to be adversely affected. Any Club in breach of this Operational Rule shall be guilty of misconduct.

RLIF REGULATIONS

C1:2:9 No Club shall place or attempt to place a Player on a Club's Register contrary to the RLIF regulations. Each Club agrees to comply with the RLIF Regulations, in particular, those relating to the transfer of Players. If it does so, it shall be guilty of misconduct.

ACADEMY REGISTRATIONS**C1:2:10 Registration**

All players registered or wishing to be registered to play with a Club's Academy team (at any age group) shall be a Person Subject to the Operational Rules. Player registration forms and contracts will be provided by the RFL and clubs will be responsible for ensuring that the information provided by them on the registration form and contract is correct. Information submitted that is proved to be misleading or false shall lead to disciplinary action and a fine of £500 per occurrence. Clubs found guilty of fielding a player prior to his registration being completed shall be subject to a fine being imposed. The fine will be by individual player and incremental by number and occasions. The obtaining of a player registration number is not evidence of a completed registration.

Type of Registrations

In order to be eligible to play in the Academy competitions Players may be registered as Professional Players (Full or Part Time) or Trialists or may be registered as Academy Terms & Conditions Players in which case their registration shall not count against the number of players on a Club's Register and the Compensation Rules set out below shall not apply.

Terms & Conditions Players

Players registered on Academy Terms & Conditions are only eligible to play at Academy level and their registration expires following their clubs last Academy fixture of the season. Clubs may have up to a maximum of 15 Academy Terms & Conditions registered players per season at any one time.

Players signed on Academy Terms & Conditions are not included on the clubs Official Playing Register and are therefore not eligible for First Team football.

Under 18 Academy Terms and Conditions players who are also registered with an amateur club are not eligible to play before the 1st April and in cases where the player is registered with an National Youth League team he must be allowed to complete any play-off commitments to that competition.

Clubs shall be responsible in ensuring that the Player is registered and has a current "Base Line Head Injury Test" pass before being included in an Academy match at any level (see Operational Rule B1:26).

Terms & Conditions Players shall be subject to the Operational Rules including but not limited to the Misconduct and Anti Doping Regulations as set out in Section D of the Operational Rules..

Clubs that do not run an Academy side specific to the player(s) age group may loan the player(s) to another club to play in that club's Academy side only. This agreement is for Academy players only and is over and above the Operational Rule relating to Loans.

Eligibility

To qualify of right, players must be under the age of the respective competition at midnight on 31st August prior to the start of the season. e.g. 31st August 2007 for the 2008 season.

Any member of a clubs nominated 25 man First Team squad (to a maximum of 8 in one match) may play in their clubs Senior Academy (Under 21) regardless of age, providing the player(s) are Contract Registered (Full or Part Time). An overage player who has been removed from his clubs original nominated squad First Team squad because of a long term injury (one month or over) shall be allowed to play in his clubs Senior Academy in lieu of any existing squad member providing the club can evidence his long term injury and that they inform the Performance Department prior to him playing. ..

A First Year (Yr 11 Under 16) Contracted Player (Full or Part Time) may play Junior Academy from the 1st April in his Academic Year 11 providing that he is contracted in line with the "Minimum Spend Criteria for an Academy Player" and that his contract is for a period of two or more seasons. A dispensation may be sought on an individual basis from The Performance Department, for an individual to play First Team or Senior Academy football.

If the Year 11 (Under 16) player has a conflicting commitment to Schools Rugby League, the player must honour and be allowed to honour that commitment. If for any reason the player cannot or will not or is prevented from honouring that commitment he will not be available to play for his club for a period of 14 days after the date of that schools commitment. No player shall be included in both an Academy and schools side in any four day period.

A "Bona-Fide Trialist" is eligible to play in a competition appropriate to his age or as an overage player in the Senior Academy in lieu of a First Team squad member. Up to two "Bona-Fide Trialists" may be included in an Academy team. A Year 11 (Under 16) is not eligible to "Trial" in either the Senior or Junior Academy.

Limit on Matches

In order to promote long term athlete development and to prevent the regular over playing of player, no player shall be included in a Senior and Junior Academy team in any four day period, unless granted a dispensation by the RFL Performance Department.

REMOVAL FROM CLUB REGISTER

C1:2:11 A Player's name shall be immediately removed from a Club's Register and placed on the Register of Free Agents as set out below:

By the RFL on the happening of the first of any of the following events:

(a) in the case of Amateur or Trialist Players:

- (i) on the 1st of December in the year in which that Player was entered onto the Club Register; or
- (ii) upon receipt of written notification by the Club holding his registration; or
- (iii) upon receipt by the RFL of the documents required to register a player as set out in Operational Rule 0 above from another Club; or

- (iv) upon receipt by the RFL of a request from a Trialist to be removed from a Club's Register after he has completed a twenty eight day period of registration; or
 - (v) upon the Club and Player agreeing his release in writing;
- (b) in the case of Professional Players who are not under a current, valid contract, on receipt by the RFL of a written request to remove the Player from the Register by the Player or the Club in the following circumstances:**
- (i) in the case of a Player whose contract has expired or been terminated (in situations where such termination did not occur as set out in Operational Rule C1:5:5 below) and who has not been offered a contract; or
 - (ii) in the case of a Player whose contract has expired or been terminated (in situations where such termination did not occur as set out in Operational Rule C1:5:5 below) and who has been offered (but has rejected) a new contract by his previous Club because the offer is less favourable than the terms of his recently expired (or terminated) contract and such fact has been confirmed and also requested by the Board pursuant to Operational Rule Section 0 below; or
 - (iii) a Player who contract has expired or been terminated (in situations where such termination did not occur as set out in Operational Rule C1:5:5 below) who did not receive a Guaranteed Payment (as set out in C1:3:11 below) in such contract; or
 - (iv) a Player who has reached or passed his Compensation Expiry Date and is not under contract; or
- (c) in the case of Professional Players with a current contract registered with a Club:**
- (i) by mutual agreement by Club and Player to terminate the contract which has been notified to the RFL which in the case of all players on a full time contract must be in the form of a compromise agreement; or
 - (ii) in the case of a Negotiated Transfer, on the receipt by the RFL of the documents set out in Operational Rule Section 0 below; or
 - (iii) in the case of a Contract Expired Player where that Player signs for another Club and the RFL receives the documents set out in Operational Rule 0 above. When a player has been removed from a Club Register he shall remain on the RFL Register as a Free Agent unless he applies for de-registration as set out in C1:1:3 above.

NEGOTIATED TRANSFER

C1:2:12 Each Club must comply with the following procedure in cases where a Contract Player is to be transferred to another Club:

(a) Forms

The Clubs and the Player must complete the negotiated transfer form prescribed by the Board from time to time and the Clubs must submit such form immediately to the RLHQ;

such form must be accompanied by the relevant registration documentation set out in Operational Rule C1:2:4 above;

(b) Agree Fee

The Clubs must agree a fee and set out the details of such fee on the Agreement by Clubs Form (PP3) which must be submitted by the Clubs to RLHQ immediately; and

(c) Payment of Fee

No Player's transfer shall be authorised by the Board until the fee involved in the transfer (plus VAT) is paid by the buying Club and received by the RFL in cleared funds unless the Clubs concerned have agreed deferred terms as set out in (e) below in which case only the initial 50% payment or the first instalment (plus VAT on the total fee) must have been received by the RFL;

(d) Deferred Terms

The only deferred terms permissible in relation to the payment of the fee shall be an initial payment of not less than 50% of the total fee (plus VAT on the total fee) with the remainder to be paid to the RFL within 12 months of the date of the authorisation of the transfer by the RFL and such remainder shall at the time of transfer be lodged with the RFL in the form of post dated cheques, or alternatively consecutive monthly instalments for a maximum of twelve months, with an initial payment of one full instalment and the other instalments to be lodged with the RFL in the form of post dated cheques, payable to the "RFL", or in the case of Super League Clubs only a signed authorisation to deduct the payment(s) from broadcast distributions;

(e) Form of Payment

In any case, payment must be made by cheque or such other method of payment as the RFL may specify from time to time and the RFL shall arrange the onward despatching of the fee (or part thereof) to the selling Club;

(f) Interest on Late Payment

The buying Club shall pay to the selling Club interest on all or any part of a transfer fee which is not paid on the date on which the same is due for payment at the rate of 5% per annum above the base rate applied from time to time by the RFL's bank and which shall accrue from that date until the fee is paid in full.

(g) Defaulting Clubs

If a Club is in default of payments due to another Club (whether a Member or not) under a transfer or compensation agreement or under the terms of a loan agreement then an embargo on the registration of Players from any source shall be placed upon such defaulting Club until such time as the agreement is honoured. In addition, the Board shall be entitled to apply any monies due to the defaulting Club from the RFL to that other Club. In the event of such default and in addition to any above penalty, the Club shall be guilty of misconduct.

(h) No Transfer to Breach Loan Provisions

In no event shall a transfer be permitted if it would circumvent or breach the provisions of Section 0 (loans). Accordingly, if the Board reasonably believes that any proposed transfer is an attempt to circumvent or breach such provisions then it shall be entitled to prohibit it.

CONDITIONAL PAYMENTS

C1:2:13 If a transfer fee is conditional (in whole or in part) upon the playing of a number of Matches by the Player then (unless specified otherwise conclusively in the agreement between the Clubs):

- (a) the term "Matches" shall refer to first team Matches for that Club or whilst on loan to a Club in SLE or (if the Club concerned plays in National League 1 in that League or (if the Club concerned plays in National League 2) in that League or National League 1; and
- (b) if after a set number of appearances, such appearances have only partially been completed before the Player leaves that Club, then the payment shall be made in part to the original transferring club pro rata to the number of matches actually completed.

NO RETURN TRANSFER WITHIN 28 DAYS

C1:2:14 A Player who was transferred during the previous Season or before the start of a Season may not return to the transferring Club until 28 days of the Season next following has elapsed and any application to register a Player with the transferring Club in such circumstances shall be refused.

LOANS (TEMPORARY TRANSFERS) LIMIT ON NUMBERS

C1:2:15 No Club shall at any one time have:

- (a) more than 3 Players on loan from any other single Club; or
- (b) more than 4 Players on loan in total (irrespective of which Club they are registered with).

If any Club shall infringe this Operational Rule, it shall be guilty of misconduct.

C1:2:16 In addition, no Club shall enter into an agreement which would result in either it or any other Club being in breach of Operational Rule Section 0 (even if that would be at some time in the future). If it shall do so, it shall be guilty of misconduct.

RULES RELATING TO LOANS

C1:2:17 A Club shall not be entitled to either loan a Player or receive a Player on loan unless:

- (a) it ensures that the relevant loan form (correctly completed as prescribed by the Board from time to time) is completed and immediately sent to the Board;
- (b) it receives an acknowledgement of loan registration from the Board;
- (c) the loan is for a minimum period of 28 days without prejudice to 0 and 0;
- (d) the loan is not (in the opinion of the Board) an attempt to circumvent the negotiated transfer rules set out in Section 0.

C1:2:18 It shall be permissible to extend a loan which complies with Section C1:2:17 for a period of less than 28 days (provided that such extension is effected before the initial term of the loan expires). The requisite form shall in such circumstances be promptly submitted to the Board.

C1:2:19 Any loan (whatever its original duration) may be terminated after it has subsisted for at least 28 days by written agreement of the Player and both Clubs which termination

shall be notified to the Board in writing. The Board shall be entitled to use its discretion to allow special arrangements on consideration of written application from the Club(s) concerned.

C1:3 COMPENSATION SYSTEM

RIGHT TO SEEK REGISTRATION

C1:3:1 Subject to the provision of these Operational Rules, a Player shall be free at the end of his contract to seek registration with any Club of his choice.

OFFERING OF CONTRACTS - NOTIFICATION OF CLUBS INTENTION

C1:3:2 In respect of a Contract Player whose contract is due to expire on 30th November in any given year, the Club must notify him in writing on or before the Friday following the final round of regular matches in Super League or National League as appropriate in that year whether they intend to offer him terms of re-engagement. The Club must also include an invitation to attend a meeting to discuss the matter, which should take place at a reasonable time and location and without unreasonable delay. After the meeting, the Club must notify him in writing of the Club's decision and the Player's right of appeal.

OFFER OF RE-ENGAGEMENT – DEADLINE & MEANS OF DELIVERY

C1:3:3 If the Club elects to offer the Player terms of re-engagement the Club must make such offer in writing on or before the Friday following the final round of regular matches in Super League or National League as appropriate. In order to comply with this rule the Club must either:

- (a) have posted the offer to the Player's last known address by first class special delivery post or an alternative service which provides for delivery on the next working day and requires a signature on receipt in any case the offer must have been posted at least the day before the deadline for receipt; or
- (b) have handed the offer to the Player in person on or before the deadline for receipt in which case the Player must sign a receipt.

In either case the Club shall retain the special delivery slip or the receipt.

Where a Club's divisional status for the forthcoming season will not have been decided by the Friday following the final round of regular matches in Super League or National League as appropriate the Club may make two offers of re-engagement one to cover each of the divisions in which the Club may play the following Season and such offers must be made in accordance with the deadlines and means of delivery as detailed above.

DECISION NOT TO OFFER TERMS

C1:3:4 If the Club elects not to offer the Player terms of re-engagement the Club must inform the Player and the Board in writing on or before the Friday following the final round of regular matches in Super League or National League as appropriate. The Player's name will be circulated to all Clubs on the first working day in October. The RFL will remove the Player's name from the Club's register immediately the Player's contract with the Club expires and place the Player's name on the register of Free Agents.

COPIES OF FINAL OFFERS

C1:3:5 All copies of the final offers of re-engagement made to Players must be sent to the RFL within seven days of the final date for service as set out in Rule C1:3:3 above and such copy must include details of any Image Rights Agreement or Employees Benefit Trust which is in place..

ACCEPTANCE OF OFFER

C1:3:6 The Player must notify the Club holding his registration in writing whether or not he accepts their offer of re-engagement by 31st October. If the Player has not replied in writing to the Club's offer of re-engagement by 31st October then the offer shall automatically lapse and the Club's compensation rights shall not be affected (i.e. the Club shall be entitled to receive a compensation fee in respect of the loss of the Player's registration should he sign for another Club).

REJECTION OF OFFER

C1:3:7 If the Player (having not reached or passed his Compensation Expiry Date) refuses the Club's offer of re-engagement and/or indicates that he wishes to leave the Club holding his registration in circumstances where the Club has offered terms of re-engagement which are not less favourable than his current contract with that Club and where his registration has not been transferred to another Club before the date of expiry of his contract then the Club holding his registration, if it wishes to retain its right to a compensation fee, may after such expiry date either:

Enter into Conditional Contract

(a) enter into a Conditional Contract with the Player in accordance with these Operational Rules providing that the Player may be transferred to another Club at any time during the currency of such contract for a fee, which shall be determined by the Operational Rules Tribunal if the Clubs involved are unable to agree a fee. The Player will, in these circumstances, be subject to Club Rules and discipline and to the performance and other relevant clauses of the Standard Players Agreement and to these Operational Rules; or

Continue to Pay the Player

(b) where the Player has been contracted to the Club under the terms of a Full Time Contract, continue to pay the Player the basic monthly payment payable under the contract which shall have expired. In such event the Player shall be eligible to play for the Club holding his registration, and shall not be eligible to train for any other Club. The Club holding the Players registration shall be entitled to a compensation fee from any other Club wishing to obtain the registration of the Player. On application of the Club made on or after the first day of the Season, the Board may rule that because the Player has without good reason refused offers of employment with another club or other clubs or because there are other relevant and legitimate circumstances the Club may retain its entitlement to a compensation fee without being obliged to continue to pay the Player the basic monthly payment; or

Give Two Weeks Notice

(c) by giving two weeks notice cease to pay the Player the basic monthly wage as detailed in paragraph (b) above in which case the Player shall be free to negotiate with and sign and be registered for any other club at any time without payment by such club of any compensation fee.

CIRCULATION OF NAMES OF CONTRACT EXPIRED PLAYERS

C1:3:8 No later than 7th December in each year each Club shall notify the Board of the names of its Contract Expired Players. The Board shall circulate the names of all contract expired Players to all Clubs.

ANNUAL PROCESS

C1:3:9 For the avoidance of doubt the above Compensation System process shall be repeated annually in accordance with the above procedures in respect of Contract Expired Players if a Club wishes to continue to retain the Player's registration or its right to compensation in respect of any Player until that Player's Compensation Expiry Date.

COMPENSATION – RIGHT TO FEE OR TO RETAIN REGISTRATION**NO COMPENSATION FOR PLAYERS OVER COMPENSATION EXPIRY DATE**

C1:3:10 A Player's previous Club shall not have any right to a compensation fee in relation to any Player who has reached or passed his Compensation Expiry Date.

QUALIFICATION FOR COMPENSATION FOR PLAYERS UNDER COMPENSATION EXPIRY DATE

C1:3:11 Subject to the terms of this Operational Rule C1:3:11 any Club which makes an offer of re-engagement to a Player who has not reached or passed his Compensation Expiry Date which, in the opinion of the Board meets the criteria set out below, shall be entitled to retain the Player's registration until such time as the Player signs a contract for the Club or for another Club in which case the Club shall be entitled to receive compensation fee in respect of the loss of the Player's registration. The compensation fee shall be decided as set out in C1:3:15 below.

- (a) the Club must have made an offer or re-engagement to the Player which is in the opinion of the Board not less favourable than the most favourable year's terms in the Player's previous contract with that Club and must be as favourable overall except that a signing on fee included as a one off payment in the previous contract need not be repeated; and
- (b) the offer must have been made in accordance with the deadline and means of delivery as set out in C1:3:3 above; and
- (c) the Player must have received a Guaranteed Payment under his most recent contract with the previous Club. For the purposes of this Operational Rule Guaranteed Payment is defined as a payment which is not dependent on selection or performance and is of at least the level shown below (in each case a player is classified by the status of the club that holds his registration):

Super League Player Over 18 - £3,000 pa
Super League Player 18 & Under - £2,000 pa
National League Player Over 18 – £2,000 pa
National League Player 18 & Under - £1,500 pa

For the purpose of this Operational Rule Players are considered to be 18 and under if they are eligible to play Junior Academy football in the relevant season.

For the avoidance of doubt where a Club fails to make an offer or makes an offer which does not meet the criteria set out below the Player shall be entitled to request, in writing to the RFL, that his name be removed from the Club Register and be placed on the Register of Free Agents.

DISPUTES ON QUALIFICATION FOR COMPENSATION

C1:3:12 The Board or a Sub Committee of the Board constituted in such manner and with such membership as the Board shall decided from time to time shall convene if and when requested by the Chief Executive to consider any allegation received from a Club or a Player that a Club is not entitled to compensation because it has failed to comply with C1:3:11 above.

The Board shall reach its decision and conduct its proceedings in accordance with such procedures and rules as the Board may determine from time to time. In any event, the Player and the Club will be entitled to attend and/or make written representations to the Board. They will both be entitled to receive 72 hours notice of the date of the hearing and shall also be entitled to legal representation at such part of a Board meeting as deals with such issue (except that the Board may meet alone to discuss its decision). The Board will notify the parties involved of its decision promptly.

If the Board decides that no compensation is due it shall declare the Player a Free Agent.

TRANSFER TO CLUB(S) WHO ARE NOT MEMBERS

C1:3:13 When a Player, at the end of his contract period, elects to seek registration with a professional sporting club which is not a Member, then the Club which holds that Player's RFL registration may elect to retain such registration until that Player's Compensation Expiry Date. The Club may only elect to retain such registration if it has offered the Player in question a new contract (as per the Compensation System set out above), and renews such offer at the end of each 12 month period.

In such cases, should the Player subsequently return to play for another Club prior to the Player's Compensation Expiry Date, then his former Club shall be entitled to claim compensation from his new Club. Should the two Clubs be unable to agree a compensation fee then either Club or the Player shall give notice to the Board to convene the Operational Rules Tribunal to determine the level of compensation (if any) to be paid.

The Operational Rules Tribunal shall take into account (without limiting its power or discretion in any way whatsoever) those matters set out in Operational Rule Section 0 below. The Operational Rules Tribunal shall endeavour to convene within 28 days of receipt of the above notification and shall follow the procedures set out in Operational Rules Section C1:3:21below. Its decision shall be binding and there shall be no right of appeal.

PROCESS FOR DECIDING COMPENSATION FEE

OFFER OF COMPENSATION

C1:3:14 Should a Professional Player who has not reached or passed his Compensation Expiry Date fail to enter into a contract with a Club who wishes to retain his services ("the Former Club") and who has offered the Player new terms in accordance with the Compensation System set out in C1:3:11above and the Player instead enters into a contract with another Club then that Club shall within 7 days offer compensation in writing to the Former Club. Such offer shall state the amount of the proposed compensation and the proposed manner and date of payment thereof and shall promptly forward a copy to the RFL. Clubs shall be free to decide a level of

compensation fee however if they do not then the scale of payments set out in the Compensation Formula below shall be applied. Where Clubs agree a fee, it shall be paid in accordance with Operational Rule Section 0 above.

COMPENSATION FORMULA

C1:3:15 Where a transfer is to take place pursuant to Operational Rule C1:3:14 above and the two Clubs are unable to reach agreement then the following scale of payments shall apply:

- (a) Player moving from National League to Super League**
a sum equivalent to the sum of £60 per week of training and education invested in the Player and a further lump sum of £5,000 if the Player attains 20/20 status
- (b) Player moving from Super League (or from a National League Club running an RFL approved scholarship scheme) to Super League**
A sum equivalent to the sum of £100 per week of training and education invested in the Player and a further lump sum of £5,000 if the Player attains 20/25 status
- (c) Player moving from National League to National League** (regardless of whether either Club runs a scholarship scheme and where the Guaranteed Payment under the Player's contract with the new Club is at least 50% higher than the Guaranteed Payment under his most recent contract with his previous Club)
a fee will be paid which is equivalent to a sum of £60 per week of training and education invested in the Player
- (d) Player moving from Super League to National League**
A fee will be paid which is equivalent to a sum of £60 per week of training and education invested in the Player

In all cases training and education is deemed to start from the date on which the Player signs a professional contract with the club and end on 30 November after the Player reaches the age of 21 and to last for forty eight weeks each year. Payments which fall due when a Player reaches 20/25 status are not payable if the Player achieves 20/25 status with a club other than the one who paid the initial payment under the formula (other than if the Player is on loan at the time he achieves 20/25 status).

In all cases where a club receives a compensation fee at Tribunal for a Player under the formula above a sum equivalent to 7 ½ % of the fee should be paid to the RFL for onward transmission to the Amateur Club(s) which originally received a compensation fee when the Player signed as a professional. A percentage of a transfer fee does not have to be paid to the Amateur club under a negotiated transfer whether it takes place in or out of contract although a club is at liberty to make such payment if it so wishes.

PLAYER MAY REQUEST COMPENSATION VALUATION FROM CLUB

C1:3:16 A Player who has refused the terms of contract offered to him by the Former Club in accordance with the Compensation System, but who has not passed his Compensation Expiry Date and who has not entered into a contract with another Club, may request the Former Club to state what amount of compensation it would request from any other Club wishing to engage the Player and how that Club has calculated the compensation under the formula or alternatively why that Club considers that the formula does not apply in which case it must provide a written statement of case as to why its valuation differs.

C1:3:17 The request by the Player must be made in writing addressed to the Former Club at its normal place of business and upon receipt of such request the Former Club must within 7 days thereafter give its written valuation of the compensation to the Player. The Club should either give its valuation in accordance with the compensation formula or it should provide with its valuation a written statement of case as to why its valuation differs from the formula. If the compensation so notified by the former Club exceeds the sum of £1,000 the Player may if he believes that the valuation has not been calculated correctly in accordance with the formula or if the Club considers that the formula does not apply but the Player disagrees then he may request that the RFL refer his case to the Operational Rules Tribunal to give an estimate of the amount of compensation payable (Estimated Compensation).

OPERATIONAL RULES TRIBUNAL DETERMINATION OF COMPENSATION

C1:3:18 The Operational Rules Tribunal shall be entitled to determine compensation for Contract Expired Players in line with the procedures set out in C1:3:21 below in the following circumstances:

- (a) Where a Club has signed a Player and either Club believes it can show good cause why the Compensation Formula does not apply in which case the determination is binding;
- (b) Where a Club wishes to sign a Player and believes it can show good cause why the Compensation Formula does not apply and wishes to request a Conditional Compensation hearing in which case the Club wishing to sign the Player can decide whether to accept the determination;
- (c) Where a Player in receipt of a Compensation Valuation believes he can show good cause why the valuation of Compensation made by his former Club does not apply in which case the determination is estimated and not binding.

CONDITIONAL COMPENSATION

C1:3:19 Where two clubs are unable to reach agreement as set out in C1:3:15 and where the Former Club provides a Statement of Case showing why it does not believe the Compensation Formula applies or the New Club does not believe that the formula applies then the Club wishing to sign a Player instead apply to the RFL to request that the Operational Rules Tribunal determines Conditional Compensation.

The Operational Rules Tribunal shall conduct its proceedings as set out below.

- (a) Clubs wishing to apply for the assessment of conditional compensation shall not sign a contract with the Player. However, the Player and the Club must have agreed conditional terms (which shall be produced to the Panel) and the Club must at all times make it clear to the Player and the other Club that the offer is conditional; and
- (b) At the hearing, the buying Club must be represented by a Club Official with power to decide as to whether or not to accept the Operational Rules Tribunal's decision. If the fee is not acceptable to the buying Club, then the Player will remain with his old club. If it is acceptable, it must be accepted by the buying Club at the hearing and the contract must be signed there and then.

APPLICATION FOR OPERATIONAL RULES TRIBUNAL HEARING

C1:3:20 Notwithstanding the above formula where a Club or Player believes that it can show good reason why the compensation formula set out above is not appropriate to the particular circumstances it/he may apply for a Operational Rules Tribunal to convene as set out in C1:3:21 below.

ASSESSMENT OF COMPENSATION**OPERATIONAL RULES TRIBUNAL PROCEDURES WHEN DECIDING COMPENSATION**

C1:3:21 In assessing the level of compensation, the Operational Rules Tribunal shall conduct its proceedings in accordance with the following provisions and shall adhere to such additional or alternative procedures as the Board may specify from time to time:

- (a) the Operational Rules Tribunal shall convene within 28 days or as soon thereafter as practicable when instructed by the Board to determine the amount of compensation payable in the circumstances described in C1:3:18 above and shall also determine the manner and date of payment of such compensation fee;
- (b) the Parties to an application must provide such written statements of case as the Operational Rules Tribunal shall request or such statements as the Board shall decide from time to time. Such statements shall at a minimum state why one of the Clubs or the Player believes the formula should or should not apply or why it has been incorrectly calculated;
- (c) the Operational Rules Tribunal shall be entitled to decide whether the case merits a hearing or whether the formula shall apply and if it considers the formula shall apply may make a ruling as to the correct calculation of the formula in that case. International or representative appearances shall usually be considered reason to merit a hearing;
- (d) the parties to an application to the Operational Rules Tribunal shall be the two clubs and the Player (save when deciding on Estimated Compensation when the parties shall be the Player and the Former Club only) each of whom shall be notified immediately of the date of the hearing and they shall be entitled to introduce such oral or written evidence as they think fit. The parties shall be entitled to legal representation if they so wish. The Operational Rules Tribunal shall be entitled to insist on any or all of the parties appearing before it;
- (e) the Operational Rules Tribunal is hereby charged with the duties hereinafter set out and shall have a quorum of two including a Chairman, who shall be an Independent Person;
- (f) the Operational Rules Tribunal will take into account (without limiting its power or discretion in any way whatsoever) those matters set out in Operational Rule Section 0 below and may in its absolute discretion call for the production of any document and/or for any Person Subject to the Rules to appear before it;
- (g) a Player or Club refusing to appear or produce such documents as requested shall be guilty of misconduct and shall be referred to the Compliance Commissioner as set out in Section D1 of these Operational Rules;
- (h) for the avoidance of doubt it is hereby provided that in considering compensation following a referral pursuant to notice given by a Club under Operational Rule Section C1:3:16 and C1:3:17 Estimated Compensation, the Operational Rules Tribunal shall not be fettered in the exercise of its powers by any earlier decision that may have been made pursuant to Operational Rule Section C1:3:16 and C1:3:17;

- (i) in assessing the level of compensation, the Operational Rules Tribunal shall take into account:
 - (i) the compensation formula;
 - (ii) the age, experience (including Representative experience), reputation and potential of the Player;
 - (iii) any costs incurred by the selling Club in training or developing the Player;
 - (iv) the fee originally paid for the Player (if any);
 - (v) the value of contracts offered by the selling Club to its other current Players and the length of time during which the Player was with the selling Club;
 - (vi) all and any other relevant criteria which the Operational Rules Tribunal in its absolute discretion may think fit.
- (j) in all cases where a club receives a compensation fee at Tribunal for a Player under the formula above a sum equivalent to 7 ½ % of the fee should be paid to the RFL for onward transmission to the Amateur Club(s) which originally received a compensation fee when the Player signed as a professional. Payments under this rule should be made within 7 days unless otherwise instructed by the Operational Rules Tribunal.
- (k) The decision of the Operational Rules Tribunal shall be binding upon all parties and shall be made public and communicated by the Board to all parties within 48 hours.
- (l) There shall be no right of appeal from the decision of the Operational Rules Tribunal when deciding on compensation.

COSTS

The Operational Rules Tribunal shall be empowered to make such orders in relation to all and any costs incurred by the parties themselves or by the RFL consequent upon or concerning any application before it as it shall in its absolute discretion think fit having regard to the merits and all the circumstances of the case.

FALSE OR MISLEADING INFORMATION

Any person who knowingly or recklessly provides false or misleading information to the Board or the Operational Rules Tribunal in connection with the matters referred to in Section C1:3 (inclusive) above shall be guilty of misconduct.

C1:4 OVERSEAS PLAYERS

DEFINITION OF OVERSEAS PLAYER

- C1:4:1 (a) An “overseas Player” is one who cannot produce satisfactory evidence to the RFL that he is a Professional Player in accordance with the EU Rules guaranteeing the free movement of workers and that either:
- (i) he is an EU National; or

(ii) he is entitled to be lawfully employed in England as a professional rugby league player pursuant to a valid work permit and is a National of a country which is party to either an Association Agreement, Europe Agreement or the Cotonou Agreement with the EU; or

(iii) that he is a National of a country which is a current Full or Associate Member of the RLEF and has been resident in that country for four years and is a bona fide registered player who has played a minimum of five domestic league or cup games in a domestic competition in that Full or Associate Member's country.

For the avoidance of doubt the fact that the individual holds and can produce a current passport of an EU member state or a country party to an Association Agreement, Europe Agreement or the Cotonou Agreement shall be considered satisfactory evidence of (i) or (ii) above. In order to provide satisfactory evidence for C1:4:1 (a) (iii) above the individual must hold and produce a relevant and current passport, the RLEF member must provide records and testimony as to the player's competition record and the RLEF must certify that the information provided is correct and bona fide. The purpose of C1:4:1(a)(iii) above is to provide a performance pathway for talented players from the domestic competitions in RLEF Full or Associate Member countries and in all matters of interpretation or judgement of this rule the RFL will make decisions which are consistent with that purpose.

(b) Prior to 31st December 2002 any Player who has, and who can prove to the RFL's satisfaction to have been, resident in the EU for an aggregate of 270 days in each of the previous five years shall not be deemed an "overseas Player". For the avoidance of doubt, any exceptions previously granted under this Operational Rule shall remain in force for the remainder of the Player's career.

C1:4:2 QUOTA OF OVERSEAS PLAYERS

Each Club shall be entitled to register only the Quota of "overseas Players" in all squads set out below in each season save for those Clubs which are granted an exemption in such form as the Board shall decide:

Maximum Number of Overseas Players

| Season | Super League Clubs | National League One Clubs | National League Two Clubs |
|--------------|--------------------|---------------------------|---------------------------|
| 2008 onwards | 5 | 1 | 2 |

For the avoidance of doubt, if any Club exceeds the Quota at any time, it shall not be entitled to replace any "overseas Player" whose contract has expired or who ceases to play for the Club for any other reason, until it complies with the relevant Quota, and it shall be guilty of misconduct. The Board shall be entitled to remove the Player from the Register as set out below.

ACADEMY REGISTER

C1:4:3 No club shall register an "overseas Player" on its Academy register unless such Player is on an international exchange scholarship which has been approved in writing by the RFL. Such Player shall continue to be categorised as an overseas Player.

IMMIGRATION STATUS

C1:4:4 The RFL will not at any time accept a registration application for an "overseas Player", nor register the Player until it has received a copy of the Player's work permit or

satisfactory evidence that such a permit is not necessary in which case the Club must provide a copy of the relevant immigration documentation. In cases of dispute relating to work permits or other immigration documentation or the need therefore, the RFL will consult Work Permits UK and/or the Home Office as appropriate and the Board shall take their comments or advice into account but the Board shall be entitled to determine the matter concerned.

INTERNATIONAL CLEARANCE

C1:4:5 No Club shall register a Player who has previously been registered with a member of the RLIF until such time as the RFL has received a clearance from that member.

RIGHT TO REMOVE FROM REGISTER

C1:4:6 The RFL may remove from the register an "overseas Player" if the terms upon which the registration was granted have not been complied with or if the Club is in breach of the Quota and in addition the RFL may take such other action against the Club as it deems to be appropriate in the circumstances. Any Player so removed shall not be entitled to play for the Club concerned in Matches.

RE-REGISTRATION OF AN OVERSEAS PLAYER

C1:4:7 An "overseas Player" who is removed from a Club Register during the Season cannot then be placed back on that Club's Register in that same Season save with the permission of the Board.

C1:5 GENERAL RULES RELATING TO PLAYERS

COMMUNITY GAME COMPENSATION

C1:5:1 The Council shall from time to time agree to pay the Community Game any compensation that may become payable as set out below. The Community Board shall order the distribution of payments within the Community Game. The current levels of these compensation payments are as follows:

(a) By SLE Members:

- (i) On first signing registration documents £100 per Player; and
- (ii) On first team debut £350 per Player (including playing substitute); and
- (iii) On completion of ten first team matches £350 per Player (including playing substitute)

(b) By NL Members:

- (i) On first signing registration documents £100 per Player

and each of the stages set out above is referred to below as a "Milestone"

Each Club agrees to make the payments set out above promptly when the Milestone concerned has been reached for a Player. If any Club fails to comply with the above provisions, the Board may place an embargo on any registration of Players for such Club from any source for such period as it thinks fit.

If compensation is at any time paid in respect of any Player achieving a given Milestone, then no further compensation is due if the said Player is again registered with either the same or another Club in respect of the attainment of the same Milestone. If a change of Club should occur before a Milestone is reached then the assessment of the Milestone concerned shall be made by reference to Matches played with the new Club (only).

LOSS OF PLAYER BENEFITS

C1:5:2 If a Player is suspended by the Disciplinary Committee he shall not be entitled to any benefits under his agreement in lieu of match fees lost.

TESTIMONIALS

C1:5:3 The Board's permission shall be required before a Player is granted a testimonial and before a testimonial fund is established. In deciding whether to grant permission the Board shall take into account the Player's character & behaviour on and off the field, his service to the Community, his length of service with the club and the number of first team games the player has played in including representative matches.

Any testimonial fund shall be closed within 12 months from the start of the testimonial. The testimonial may (unless the Board otherwise directs) start at any time after permission is given by the Board.

Notwithstanding any approval of a testimonial under Operational Rule Section C1:5:3 the Board's permission shall be required for each testimonial match. Approval may be withheld or may be given subject to such conditions as Board thinks fit.

TERMINATION OF PLAYERS' AGREEMENTS

C1:5:3 Player's agreements may be terminated by Club or Player in accordance with the procedures for termination as set out in the Standard Player's Agreement from time to time and there shall be such rights of appeal as set out in the Standard Player's Agreement.

RIGHT TO RETAIN FOLLOWING TERMINATION

C1:5:4 When a Player's contract is terminated in accordance with the procedures for Termination as set out in the Standard Player's Agreement the Club may (subject to compliance with Operational Rule Section C1:5:6 below), elect to retain the Player's registration if it so wishes and shall in such circumstances be entitled to compensation in the event of the Player being registered with another Club.

WEEKLY SUM FOLLOWING TERMINATION

C1:5:5 When a Player's contract is terminated in accordance with Operational Rule Section C1:5:4 above and in the event of a Club electing to retain the Player's registration in accordance with Operational Rule Section 0, the Player shall, after six weeks from the date of such notification, be entitled to receive the basic monthly payment under his recently terminated contract, provided always that the Club shall have the right to apply to the Operational Rules Tribunal for the entitlement of the Player to be suspended either because of the facts leading to the termination or on the grounds that the Player has, without good reason, refused an offer of employment from another Club or for other good reason. The Player shall be entitled to receive 7 days' notice of any such application by the Club and shall also be entitled to attend and/or make written representations and have legal representation if he so wishes. The Operational Rules

Tribunal shall conduct its hearing of such application in accordance with Operational Rule D1:20

EMBARGO ON FURTHER SIGNINGS

C1:5:6 If the Club is found to be in default of any payment due under a Player's contract the Board may place an embargo on any registration of Players from any source by such Club until payment in full is made.

EMPLOYMENT OF PLAYERS IN OTHER CAPACITIES

C1:5:7 No Club shall employ in any capacity (whether as a Director or Club Official or otherwise howsoever) a Player who is on the register of another Club without that Club's written permission, which permission shall not be unreasonably withheld. A breach of this Operational Rule, shall constitute misconduct.

SUSPENSIONS

C1:5:8 No Player shall take part in any Match whilst suspended by the Operational Rules Tribunal or Disciplinary Committee, by BARLA or by the governing body of any other Rugby League organisation or other sport until either that suspension has been removed or the Operational Rules Tribunal or Disciplinary Committee determines the position and consents to him playing. If a Player wants the Operational Rules Tribunal or Disciplinary Committee to consider the matter, he must write to the Operational Rules Tribunal or Disciplinary Committee (as appropriate) at RLHQ who shall determine the matter in accordance with such procedures as the Board may direct from time to time

APPROACHES TO/BY PLAYERS

C1:5:10 (a) A Club or Licensed Agent or other person acting on a Club's behalf shall not approach any Contract Player or Conditional Contract Player directly or indirectly (which shall include statements made to the media) until 1st September prior to the date upon which the Player's contract is due to expire without receiving the prior written consent of the Club to whom the Player is contracted and such consent shall not be unreasonably withheld or delayed. From 1st September prior to the expiry of his current contract any Club shall be entitled to enter into a contract with such Player subject to the compensation rules set out in these Operational Rules.

(b) A Contract Player or a Conditional Contract Player or anyone acting on his behalf shall not be entitled to approach another Club (the "Contacted Club") until 1st September prior to the expiry of his current contract but the Contacted Club shall not respond in any way whether directly or indirectly (which shall include statements made to the media) without first receiving the consent of such Player's Club and such consent shall not be unreasonably withheld or delayed. From 1st September prior to the expiry of his current contract a Player shall be entitled to enter into a contract with a Club subject to the compensation rules set out in these Operational Rules.

INJURED PLAYERS SEEKING RE-REGISTRATION

C1:5:11 Where a Player's contract has been validly terminated by a Club on the grounds of Disability (as set out in the RFL's Insurance Scheme) or if he is declared to be permanently disabled by an independent medical practitioner, then he must receive the written consent of his old Club before he can be placed on the register of another Club and such consent shall not be unreasonably withheld or delayed. In cases of dispute, the Player or the Club must notify the Compliance Commissioner who shall refer the

matter to the Operational Rules Tribunal. The Operational Rules Tribunal shall convene within 14 days of receipt of such notification and shall conduct their proceedings in accordance with these Operational Rules and such directions as the Board may give from time to time.

EMBARGO – SUMMARY

C1:5:12 It is recorded for the purpose of ease of reference that the following Operational Rules deal with or refer to Embargo:

Section C1:2:3, C1:2:12 (g), C1:5:1 and C1:5:7

but this Operational Rule C1:5:12 shall not have any effect.

DISPUTES BETWEEN CLUBS AND PLAYERS

C1:5:13 Whilst the jurisdiction of the court and tribunals are not excluded, all matters of dispute between a professional Player and his Club or former Club subject to the dispute being submitted during the period of employment or within three months of the termination of the employment should ordinarily be submitted (by the Player, Club or the Board) to the Independent Tribunal and any appeal should ordinarily be submitted to the Independent Appeals Tribunal, members of each of which are drawn from the Operational Rules Tribunal. The Independent Tribunal and the Independent Appeals Tribunal shall conduct their proceedings in accordance with the procedures and practices under the Player's contract, the Regulations and/or as set by the Board from time to time and shall be entitled to award compensation and costs.

SECTION C2: OFFICIALS**DIRECTORS & OTHER OFFICIALS**

- C2:1 Each Club shall submit to the RFL prior to the start of each Season a list of Club Officials including its Directors, Company Secretary and any other executive officers. For the avoidance of doubt each Club must have and must name a Chairman who must be one of its Directors. Any Club failing to do so or any Club submitting a false or misleading list shall be guilty of Misconduct. Each Club shall be obliged to ensure that each Club Official bound by the Operational Rules by virtue of their position is aware of and the extent of their obligations under the Operational Rules.
- C2:2 Within 14 days of the appointment or removal of any director of Club, such Club shall provide written notice to the RFL together with such details as are required to be filed with the Registrar of Companies.
- C2:3 Each club shall ensure that its directors and officials are entitled to become or to remain directors or officials under the terms of the Memorandum & Articles of Association and any Club that fails to ensure this or who includes a director or official who is not entitled to become or remain a director or official on its annual list of Club Officials shall be guilty of Misconduct.
- C2:4 In addition each Club shall ensure that each of its directors (and its Chief Executive if he/she is not a director) is entitled under the RFL Regulations to take up their post and shall ensure that they are not an undischarged bankrupt and are not prohibited by law from being a Director and do not have any unspent convictions for criminal offences of such nature that the Board reasonably considers him no longer fit to be a Director or Chief Executive.

CLUB EMPLOYEES

- C2:5 All Clubs must ensure that any contracts of employment entered into with their employees include an obligation not to knowingly breach the Operational Rules.

LIST OF COACHING, MEDICAL & SUPPORT STAFF

- C2:6 Each Club shall register with the RFL prior to the start of each Season, a list and details of its entire coaching, medical and support staff in whatever format the RFL shall request from time to time and shall list the posts that member of staff will carry out for that season.

Within 7 days of the appointment or removal of any member of coaching, medical and support staff, the Club shall provide written notice to the RFL.

Notwithstanding the above no person who is not registered with the RFL as a player, member of coaching, medical or support staff may appear on a team sheet or take a seat in the dug out or take part in any club training or conditioning programme or enter the dressing rooms at a Ground during or immediately before or after a Match. Coaching and support staff shall not be upgraded to a new job role without prior registration with the RFL and must have the appropriate qualifications for the role that they are carrying out at any particular time. It shall be considered Misconduct to allow a person to carry out the role of coaching, medical or support staff without being registered with the RFL and it shall be considered Misconduct to allow a person to carry out a role other than the one(s) for which they are registered.

QUALIFICATIONS

C2:4 Clubs shall only register coaching, medical and support staff who have the appropriate qualifications as notified by the RFL from time to time. The most recent qualifications are listed in Section E10 of these Operational Rules and this list shall be current until replaced by the RFL. It is the responsibility of the Club to ensure that staff have the appropriate qualifications and that those qualifications are up to date.

OFFICIAL REGISTER

C2:7 The RFL shall maintain a Register of Club Officials, which shall include all Directors, Company Secretary, other Executive Officers and all coaching, medical and support staff. Anyone included on the Register of Club Officials or who would be included on the Register of Club Officials but for a Club or individual's failure to notify the RFL in accordance with Section C2 shall be bound by the Operational Rules. To be removed from the Register of Club Officials, or to be deemed to be removed from the Register of Club Officials in the event of a Club or individual's failure to notify the RFL in accordance with Section C2, and to be no longer bound by the Operational Rules a person or Club must provide written notice of the person's desire to be removed or deemed removed from the Register of Club Officials. Such de-registration will take effect 12 months from the date the Notice is received by the RFL and the club official agrees to be bound by the Operational Rules until that date.

CRB CHECKS

C2.9 Each Club shall ensure that an enhanced CRB check is undertaken through the RFL CRB Umbrella Organisation for all relevant persons at its Club. Relevant persons shall mean all those who either come into contact with or have a position of significant access to children (which for the purposes of this Rule shall mean under 18).

GROUND SAFETY OFFICER

C2:10 Each Club shall ensure that an appropriately qualified and experienced Ground Safety Officer (GSO) takes responsibility for the safe management of its ground on match days. Such GSO shall be a current and active member of the Rugby League Ground Safety Officers Association (RLGSOA).

DISPUTES BETWEEN CLUBS AND COACHES

C2:11 Whilst the jurisdiction of the court and tribunals are not excluded, in matters of dispute between a registered coach and his Club or former Club where the employment is subject to either a RFL standard coaching contract or RFL standard players contract then subject to the dispute being submitted during the period of employment or within three months of the termination of the employment should ordinarily be submitted (by the Coach, Club or the Board) to the Independent Tribunal and any appeal should ordinarily be submitted to the Independent Appeals Tribunal, members of each of which are drawn from the Operational Rules Tribunal. The Independent Tribunal and the Independent Appeals Tribunal shall conduct their proceedings in accordance with the procedures and practices under the Coach's contract, the Regulations and/or as set by the Board from time to time and shall be entitled to award compensation and costs.

SECTION C3 – MATCH OFFICIALS

MATCH OFFICIALS DIRECTOR

C3:1 The Board shall have power from time to time to appoint a Match Officials Director who shall report to it on the performance of any of the Match Officials referred to below.

LIST OF MATCH OFFICIALS

C3:2 Prior to the commencement of each Season, the Match Officials Director shall compile a List of Match Officials who are qualified to officiate in each of the competitions under the control of the RFL. In addition, the Board shall determine the fees, travelling expenses and subsistence allowances for each of the said Match Officials and the Match Officials Director shall appoint such Match Officials to officiate at any of the Matches which are under the control of the RFL.

C3:3 The name of any Match Official who in the opinion of the Match Officials Director shall not be giving satisfactory service may be suspended from the List from time to time. The Match Officials Director shall be entitled to issue guidelines to Match Officials from time to time regarding their performance in Matches and/or their interpretation of the Laws of the Game. The Match Officials Director may at any time review the grading of a Match Official. An improvement-based programme shall be in place and shall be utilised prior to the removal of the Match Official from the grading notwithstanding any disciplinary action that is taken against a referee.

C3:4 No official shall have a right of appeal if his name has been removed from the said list.

MATCH OFFICIALS BOUND BY OPERATIONAL RULES

C3:5 All Match Officials and anyone registered on the List of Match Officials shall be bound by the Operational Rules and agree to officiate at Matches in accordance with the Laws of the Game. To be removed from the List of Match Officials and to be no longer bound by the Operational Rules a Match Official must provide written notice of his desire to be removed from the List of Match Officials. Such de-registration will take effect 12 months from the date the Notice is received by the RFL and the Match Official agrees to be bound by the Operational Rules until that date. In the event that a Match Official is suspended from the List of Match Officials in accordance with Clause C3:3 and is not reinstated by the Match Officials Director, the Match Official shall be removed from the List of Match Officials 12 months from the date of suspension and the Match Official agrees to be bound by the Operational Rules until that date.

C3:6 A Match Official shall retire if he can no longer prove to the satisfaction of the Match Officials Director that he can continue to officiate to an acceptable standard and achieve an acceptable standard of physical and mental fitness or if the RFL can no longer obtain appropriate insurance cover for the Match Official. In order to establish his suitability to remain a Match Official, the Match Official will take such fitness and/or written tests as the Match Officials Director may require both prior to and/or during any Season.

C3:7 In any event, all Match Officials shall be examined as to their suitability and fitness to officiate in accordance with such standards as the Match Officials Director may set out from time to time.

SPONSORSHIP

C3:8 The Clubs agree that the RFL shall have the exclusive right and power to enter into all forms of sponsorship, advertising and other commercial contracts relating to Match Officials (in particular, those relating to their kit, flags and other equipment) subject to the Board ensuring that such sponsorships, advertising and other contracts do not conflict with any existing commercial agreements entered into by or on behalf of SLE or the NL Members collectively. To that extent the Board will at all times fully consult with those persons so as to ensure that such conflicts do not arise.

REPORTS & FORMS

C3:9 A referee and/or touch judge wishing to report a player for misconduct shall do so in the format laid down by the RFL from time to time and such report shall contain the full name club and address, (if provided) of the player. The official shall send a report to RLHQ marked "Compliance Manager" so as to arrive by no later than 10.00 am on the Monday prior to the Tuesday meeting in the case of Super League Players and in the case of Other Players, to arrive within 48 hours of the conclusion of the Match. The official shall also provide a copy of the report to the player care of his Club. The report may be sent by facsimile transmission and/or in the case of Super League Players and by the first available post in the case of Other Players. The Compliance Manager shall be empowered to take whatever action it deems fit against an official who fails to observe this rule for any reason, which in the opinion of the Compliance Manager, is not satisfactory. Such action will be taken through the processes set out in C3 or D1 above as appropriate and may include the removal of appointments and/or suspension.

C3:10 The referee for each Match shall ensure that after each Match, all relevant forms and completed reports are made and sent to the RFL in accordance with all relevant Operational Rules and in the format required from time to time. It is the responsibility of each Match Official to ensure that all forms and reports are correct. Failure to do so shall amount to misconduct. Dismissal reports must be sent by facsimile transmission by the Referee to the RFL by no later than 10 am on the next working day after the Match or as instructed by the RFL from time to time.

ILLEGAL PAYMENTS

C3:11 It shall be the duty of each Match Official to ensure that he/she does not receive any form of illegal payment, gift or any other form of inducement (as set out in Operational RuleD1:10 (e) & (f)). Any Match Official breaks this Operational Rule shall be guilty of misconduct.

TRAVELLING EXPENSES

C3:12 Match Officials travelling distances which (in the opinion of the Match Officials Director) are long, must travel together in the Referee's car.

APPOINTMENT SHEETS

C3:13 If a Match Official is unable to accept an appointment, he/she shall give the reason for non-acceptance to the RFL on the front of the slip provided and shall notify the RFL immediately of their acceptance or otherwise by telephone if the appointment notice is received within 7 days of the Match. In any other circumstances, the notification or acceptance of non-acceptance shall be sent by first class post to the RFL.

TOUCH JUDGES

C3:14 Touch Judges shall be identified in the club programme by the colour of their flags and in-goal judges according to the end at which they will officiate.

REFEREES' INTERESTS

C3:15 A Match Official shall inform the Match Officials Director immediately and in writing of any personal and/or commercial interest or connection he/she has or obtains with any Club Official or player or if he/she has any Relevant Association with a Club (each described below as a "**Link**"). In particular, but without prejudice to the generality of the foregoing, the Match Official shall provide such details as the Match Officials Director may require from time to time including the nature of such Link.

PRESS COMMENT

C3:16 No Match Official shall be entitled to make any comment or statement in or give any interview to the media (of whatever description) in relation to any Match incident or interpretation of the Laws of the Game, unless expressly authorised to do so in writing by the Match Officials Director.

MATCH COMMISSIONERS

C3:16 The RFL shall appoint a list of Match Commissioners from time to time who shall be appointed to games to be the RFL's official representative at those games. The role of the Match Commissioner shall be as set out in appendix E16.

MINOR MISCONDUCT

C3:17 The Match Officials Director shall be entitled, as regards any misconduct which he reasonably considers to be minor, to investigate and determine the matter in place of the Compliance Commissioner and the Judiciary Panel. The Match Officials Director shall to the extent relevant follow the procedures set out for investigation and determination of such matters as set out in Section D1. The Match Officials Director shall not investigate or determine any matter which the Compliance Commissioner is already investigating and vice versa.

SECTION C4: AGENTS' REGULATIONS

DEFINITIONS

C4:1 For the purpose of these Rules:

- (a) "**Agent**" means a person who for reward represents, negotiates on behalf of, advises or otherwise acts for a Principal in the context of either:
 - (i) the transfer of a Player's registration;
 - (ii) the terms of a contract between a Player and a Club;
 - (iii) the terms of a contract between a Manager or Club Official or Coach and a Club,
- (b) "**Licensed Agent**" means an Agent to whom a licence has been granted under the provisions of this Section of these Rules;
- (c) "**Principal**" means a Club, a Manager, an Official, a Coach or a Player employing or engaging an Agent in any of the contexts referred to above;
- (d) "**the Panel**", made up of three individuals drawn from the Judiciary Panel or such other individuals as the Board shall direct from time to time;
- (e) "Professional Indemnity Insurance" means an insurance policy as described below;
- (f) "**Rules**" means the Rules of the Rugby League Joint Licensing Panel contained in this document;
- (g) "**Rugby League Licence**" means a licence granted by the Joint Licensing Panel under these Rules.

EXEMPTIONS

C4:2 The following categories of person may act as an Agent without being a Licensed Agent:

- (a) in the case of a Principal other than a Club, a Relative of such Principal;
- (b) Barristers and Solicitors and Chartered Accountants unless:
 - (i) prohibited by their professional body from acting as such; or
 - (ii) at any one time they act as Agent for four or more Principals in which case they must apply to be a Licensed Agent.

C4:3 If a person specified in (a) or (b) above agrees in writing to abide by these Rules as if he/she were a Licensed Agent he/she will be known as an Exemption Holder and identified as such and shall be subject to these Rules in the same way as a Licensed Agent in all matters and these Rules shall apply to Exemption Holders as well wherever there is reference to Licensed Agents unless specifically provided for.

GENERAL RULES

- C4.4 (a) Subject to the provisions of Operational Rule Section C4:2:
- (i) no Principal shall employ an Agent other than a Licensed Agent or an Exemption Holder;
 - (ii) no Person subject to the Operational Rules shall have any dealings whatsoever with an Agent who is not a Licensed Agent or Exemption Holder properly acting for his Principal in accordance with these Operational Rules,
 - (iii) No person subject to the Operational Rules (other than a Licensed Agent or Exemption Holder) shall be a director or be a shareholder in or have other material financial interest in a company through which a Licensed Agent conducts his business, without seeking the approval of the Joint Licensing Panel who shall determine whether to grant approval and if so what conditions shall apply to that approval.
- (b) Principals shall be liable for any acts or omissions of Agents employed or engaged by them which constitute a breach of these Operational Rules including but not limited to any act or omission of an Exemption Holder and including any act or omission by a person acting under Operational Rule Section C4:2 who is not a Licensed Agent or an Exemption Holder.
- (c) No Club shall make any payment directly or indirectly to a Licensed Agent or Exemption Holder other than as an employee or recruitment consultant of the club and in particular shall not make any payment that is due to an Agent (Licensed or otherwise) contractually or otherwise by a Player or Club Official. Direct or indirect payments to a recruitment consultant are only permitted if the club and recruitment consultant provide to the RFL reasonable evidence that any payment relates to services provided solely to the club and not on behalf of any player and provided that the recruitment consultant agrees to be bound by the Operational Rules, which shall be deemed by acceptance of any payment. However, a Club is permitted to make a payment to an Exemption Holder, provided the Club and Exemption Holder obtain certification from the RFL that the RFL is reasonably satisfied that it has been provided with reasonable evidence that such payment relates to professional services rendered to the Club other than as an Agent as defined above.
- (d) Where a Licensed Agent or Exemption Holder becomes an employee or recruitment consultant of the Club the Licensed Agent or Exemption Holder may no longer act for any other Principal.

and any failure to comply with these Operational Rules shall constitute misconduct by the Licensed Agent or the Exemption Holder concerned and/or any other person subject to the operational rules. The purpose of these provisions is to establish proper regulation of agents in the sport of rugby league and to avoid conflicts of interest.

APPLICATION FOR AND ISSUE OF A RUGBY LEAGUE LICENCE

- C4:4 (a) An application for a Rugby League Licence may be made only by, and a Rugby League Licence may not be held by an Agent who is not a natural person and may not be applied for or held by:

- (b) an official, director, recruitment consultant or employee of a Club;
 - (c) a person who, by himself or with one or more associates directly or indirectly holds or acquires an interest in more than 10 per cent of the issued share capital of a club or a Club;
 - (d) a Corporation (but, for the avoidance of doubt, an agent to whom a Rugby League Licence is issued may act as such through the medium of a Corporation provided that:
 - (i) in his / her application for a Rugby League Licence the Corporation is identified by the applicant;
 - (ii) no person falling within (b) and (c) above shall be an officer, director, agent or employee of or have a material financial interest in the Corporation;
 - (iii) the Corporation is liable for his/ her actions; and
 - (iv) the Panel is satisfied that the Licensed Agent remains responsible for its activities;
- C4:5 Application shall be made to the Panel by completing and submitting the form prescribed from time to time by the Panel to the Board and by submitting to such checks and examinations as shall be determined from time to time by the Panel and by paying an application fee which shall be determined from time to time by the Panel.
- C4:6 Forthwith upon receipt of an application the Board will circulate copies of Section One of the application form to Clubs inviting comments within 14 days of receipt. Any comments so received will be forwarded to the applicant who will be given 7 days to respond. The Panel shall be entitled to take any such comments into account in determining the application.
- C4:7 The Panel will normally determine the application within six weeks of receipt and within that period may require the applicant to attend for interview and/or examination.
- C4:8 The Panel shall in its absolute discretion decide whether the applicant is a fit and proper person to hold a Rugby League Licence and the decision of the Panel shall be final. An applicant whose application is refused or whose Rugby League Licence has been suspended or withdrawn in accordance with these Operational Rules shall not be entitled to apply for a period of one year from the date of refusal, suspension or withdrawal. The Panel will give brief written reasons for its action. An appeal shall be heard only on the basis of new evidence which was not available at the time of the original decision and shall be heard by the Panel.
- C4:9 Upon a Rugby League Licence being granted and before the same is issued, the successful applicant shall be required by the Panel to obtain from a United Kingdom clearing bank ("the Guarantor") an irrevocable guarantee in favour of Rugby League Licence Panel Account in the sum of £10,000 which sum may be reduced to £5,000 by the Panel upon application by the Agent after not less than 1 year's satisfactory performance as an Agent (the "Guaranteed Sum") or such form of guarantee or bond in such amount as shall be required by the Board from time to time. If at any time the guarantee is called upon or expires then the Licensed Agent will be suspended until such time as a new guarantee has been issued for the specified amount. The successful applicant may also be required by the Panel to obtain Professional Indemnity Insurance as set out below or in such form and in such sum as the Panel may require, in which

case the Panel at its sole discretion may reduce the guarantee above to £5,000 immediately or may decide not to impose a guarantee.

Existing Agents may apply to the Joint Licensing Panel to transfer from guarantee to Professional Indemnity Insurance.

C4:10 In the event of a Licensed Agent:

- (a) failing to make any payment ordered to be made under the provisions of these Operational Rules; or
- (b) being fined for misconduct and not having paid such fine forthwith;

the Panel or Judiciary Panel shall be at liberty to secure payment in whole or in part out of the Guaranteed Sum from the Guarantor unless such payment has been made from a Professional Indemnity Insurance policy.

C4:11 In order for Professional Indemnity Insurance to be considered valid for the purposes of these regulations the following must apply:

- (a) A copy of the policy must be lodged with the RFL;
- (b) The policy must cover any claims for compensation from a player, a club or another players' agent arising from the players' agents' occupation which in the opinion of the RFL or the Operational Rules Tribunal contravenes the principles of these regulations or which is ordered by a court and should be worded so as to ensure that every risk is covered.
- (c) The policy must cover claims made after the expiry of the policy for events that occurred during the duration of the policy.
- (d) The Agent is required to renew the policy so that it is always current and to ensure that the RFL has a copy of the current policy.

C4:12 A Rugby League Licence issued to a successful applicant shall remain in force for a period of 2 years and in any event shall expire on the death, insanity or insolvency of the holder or upon the holder being convicted of a criminal offence of such nature that the Panel reasonably considers him no longer fit to hold a Rugby League Licence.

C4:13 A Rugby League Licence is subject to the Agent having completed a Criminal Records Bureau (CRB) check through the RFL CRB Umbrella organisation to the satisfaction of the RFL and to the CRB check being updated in line with RFL policy. All existing Agents are required to complete a satisfactory CRB check through the RFL CRB Umbrella organisation prior to 30 June 2008 or their licence may be suspended until it has been completed.

C4:14 A Rugby League Licence is not transferable.

CONTRACTS BETWEEN PRINCIPALS AND LICENSED AGENTS OR EXEMPTION HOLDERS

C4:14 All contracts between Principals and Licensed Agents or Exemption Holders ("Agency Contracts") and any variations thereof shall be in writing and if the Principal shall be

under the age of 18 shall be confirmed by the Principal's legal guardian and no Licensed Agent or Exemption Holder shall act for a Principal without an Agency Contract.

C4:15 Agency Contracts shall:

- (a) not be capable of remaining in force for a period exceeding two years;
- (b) not be assignable or transferable;
- (c) clearly state the basis upon which the Licensed Agent or Exemption Holder is entitled to be remunerated by the Principal

and copies of all such contracts and any variations thereof shall be sent to the Panel by the Agent within 7 days of completion.

C4:16 The Panel shall maintain a register of the parties to current Agency Contracts to which Clubs, Managers, Club Officials, Players, Licensed Agents and Exemption Holders shall have access on written application.

CONDUCT OF LICENSED AGENTS

C4:17 It is a condition of the granting of a Rugby League Licence or the granting of Exemption Holder status that the Agent or Exemption Holder accepts and agrees to be bound by these Operational Rules. The RFL will maintain a Register of Agents and Exemption Holders. To be removed from the Register of Agents and Exemption Holders and to be no longer bound by the Operational Rules an Agent or Exemption Holder must provide written notice of his desire to be removed from the Register of Agents and Exemption Holders. Such de-registration will take effect 12 months from the date the Notice is received by the RFL and the Agent or Exemption Holder agrees to be bound by the Operational Rules until that date

C4:18 A Licensed Agent shall conduct himself/herself at all times in an ethical and professional manner and shall observe the highest standards of integrity and fair dealing.

C4:19 A Licensed Agent shall act for only one party in a particular transaction.

C4:20 A Licensed Agent shall not act for or seek to act for a Manager or Club Official or a Coach or a Player who is contracted to any other Licensed Agent.

C4:21 A Licensed Agent shall strictly observe the terms of the Agency Contract with his/her Principal and shall always act in the best interests of his principal.

C4:22 A Licensed Agent shall accept fees only from his Principal and such fees shall be reasonable and shall be calculated in accordance with the basis of remuneration set out in the Agency Contract.

C4:23 A Licensed Agent shall not take any steps (including, but not limited to, the making of statements to the media) to induce or which may induce or which are intended to induce any Manager, Club Official, Coach, Player or other person employed by a Club to act in breach of the terms of his contract with that Club or the terms of his/her agreement with another Licensed Agent.

C4:24 In their dealings with each other both Principal and Licensed Agent shall comply and each shall use his/her best endeavours to ensure that the other complies with the Laws of the Game, these Operational Rules and any other rules by which they are bound and

neither shall encourage or invite the other or any other person to act in breach of the same.

C4:25 A Licensed Agent shall take all possible steps to promote the reputation of the Game and to prevent it from being brought into disrepute.

C4:26 A Licensed Agent shall always quote his licence number in all correspondence to Clubs and Players.

SANCTIONS

C4:27 For the purpose of these Operational Rules the Panel's powers shall extend to review of the conduct of Licensed Agents and for that purpose the Panel may require, at reasonable notice, the attendance of Licensed Agents and the production by them of all relevant books, accounts, letters and other documents at any given time.

C4:28 In addition to the powers of the Panel contained in Operational Rule Section C4:8 the panel may:

- (a) order a Licensed Agent to pay compensation to his Principal;
- (b) suspend or withdraw a Licensed Agent's Rugby League Licence or Exemption Holder status; and/or
- (c) consider complaints and impose penalties which could include suspension or withdrawal of Rugby League Licence; and/or
- (d) refer any alleged misconduct to the Disciplinary Commissioner under Operational Rule D1:15.