

**HOCKEY PLAYERS, COACHES & PLAYER/COACHES**  
**Endorsements for sponsor licences and initial change of employment**  
**and extension applications for migrants.**  
**Season 2009-10.**

**1. General**

- i. There have been changes by the United Kingdom Border Agency in relation to the employment of migrants from outside of the European Economic Area. This was previously under the title of Work Permits, see [www.bia.homeoffice.gov.uk](http://www.bia.homeoffice.gov.uk). The National Governing Bodies of England, Wales, Scotland and Northern Ireland have signed up to a new Code of Practice in relation to this, see [link to Code](#).
- ii. Hockey clubs or schools wishing to employ migrants need to obtain approval from the relevant National Governing Body (NGB) (see below) to whom they affiliate for the purposes of Tier 2 and Tier 5 of the Points Based System. This is in the form of a governing body endorsement of their application for a licence before they can issue a Certificate of Sponsorship (previously a Work Permit) to a player, player-coach or coach. Only affiliated clubs or schools will be eligible to be issued with a governing body endorsement.
- iii. Clubs will also have to obtain an endorsement from the relevant NGB for all applications of Certificates of Sponsorship made for an individual migrant seeking employment as a player, player/coach or coach under Tier 2 or Tier 5 of the Points Based System.
- iv The purpose of an endorsement for a migrant is to confirm that he/she is an internationally established sportsperson at the highest level, will make a significant contribution to the development of his/her sport at the highest level in the UK and that it is appropriate to fill the post from outside the European Economic Area.
  - a. Applications from clubs affiliated to England Hockey  
Stephen Barlow  
England Hockey  
Bisham Abbey NSC  
Nr Marlow  
SL7 1RR  
Tel: 01628 897500  
Email: [stephen.barlow@englandhockey.org](mailto:stephen.barlow@englandhockey.org)

b. Applications from clubs affiliated to Welsh Hockey Union  
Chris Brewer  
Welsh Hockey Union  
Severn House  
Station Terrace  
Ely  
Cardiff  
Tel: 029 2057 3940  
Fax: 029 2057 3941  
Email: [chris.brewer@welsh-hockey.co.uk](mailto:chris.brewer@welsh-hockey.co.uk)

c. Applications from clubs affiliated to Scottish Hockey Union  
Brent Deans  
Scottish Hockey Union  
589 Lanark Road  
Edinburgh  
EH14 5DA  
Tel: 0131 453 9070  
Fax: 0131 453 9079  
Email: [info@scottish-hockey.org.uk](mailto:info@scottish-hockey.org.uk)

d. Applications from clubs affiliated to Irish Hockey Association  
Joan Morgan  
Irish Hockey Association  
6a Woodbine Park  
Blackrock  
Co Dublin  
Tel: 00353 12600028  
Fax: 00353 12600087  
Email: [joan.morgan@hockey.ie](mailto:joan.morgan@hockey.ie)

## **2. Endorsement of Certificate of Sponsorship**

i. An Endorsement of Certificate of Sponsorship will be issued if the following criteria are met. These criteria are approved by each NGB and establish if the relevant migrant is an international player, player/coach or coach in men's and women's field hockey, who will make a significant contribution to the development of the sport in the UK.

### **a. Player**

A Player must have played in at least one competitive game for one of the current top 12 international teams in the world during the two years preceding the date of the application of Endorsement of Certificate of Sponsorship.

Competitive games comprise games played in:

- Olympic Games
- World Cup
- Games within the qualifying tournament for the above, and
- Commonwealth Games

The Top 12 international teams are shown in the International Hockey Federation World Rankings and can be accessed on their website:  
<http://www.fihockey.org/vsite/vnavsite/page/directory/0,10853,1181-116775-118042-nav-list,00.html>

nb Unless they have an appropriate qualification (see ii, iii below) an individual who has been issued with a work permit as a player may assist at coaching sessions only if accompanied by a properly qualified coach.

#### b. Coach

A Coach is required to have gained a GB or Irish HA level 3 qualification level or above or an equivalent qualification, which also includes awareness of Health and Safety and a First Aid qualification, an awareness of child welfare issues and a relevant police check from their country of origin. Attendance at a Safeguarding and Protecting children course is required to practice once in the UK. For further details of coach awards see:

<http://www.englandhockey.co.uk/page.asp?section=71&sectionTitle=Coaching>

#### c. Player Coaches

A Player Coach must meet the playing criteria and is required to have gained a GB level 2 qualification or above or an equivalent qualification, which also includes Health and Safety and First Aid qualifications and an awareness of child welfare issues and a relevant police check from their country of origin. For further details of coach awards see:

<http://www.englandhockey.co.uk/page.asp?section=71&sectionTitle=Coaching>.

ii. If an individual does not meet the relevant criteria the NGB will, in exceptional cases, issue an endorsement if the individual's experience is of an appropriate level. Each NGB has set up a small group to consider requests for endorsement. Any appeals against decisions by the groups will be referred to the Management Boards of the relevant NGB who will each have an Appeal Panel to consider Appeals.

### **3. Length of Issue**

Permits will be issued for the length of the contract, up to a maximum of three years.

### **4. Salary**

The individual should be paid at a rate that is commensurate for a player, coach or player/coach who is of the highest calibre. The salary must also meet the National Minimum Wage regulations. The expected salary for a player or coach for the 2009-10 season is a minimum of £215 per week plus accommodation (e.g. if the club wants to give the player or coach £50 toward accommodation, the minimum should then be £255 per week).

Travel costs must be excluded from this.

## **5. Change of Employer/Club/Job**

- i. Change of Employer - An endorsed Certificate of Sponsorship is not transferable. If an individual who has been issued with an endorsed Certificate of Sponsorship discontinues working for the club/school who applied for it and wishes to change employer, the new employer must follow the process as outlined in 1. General ii and iii (see above)
  
- ii. Change of job - Employers wishing to change an individual's job e.g. from player to coach, for example - must obtain an endorsement of Certificate of Sponsorship from the relevant National Governing Body for the new role following the process as outlined in 1. General iii (see above).