

# HELLENIC FOOTBALL FEDERATION



## Regulations on the Status and Transfer of Football Players

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## **REGULATIONS ON THE STATUS AND TRANSFER OF FOOTBALL PLAYERS**

Pursuant to Article 2 and 35 of the Articles of Association of the HFF, the Executive Committee of the HFF amended and codified these Regulations and its Annexes A, B and C, which consist of an integral part hereof.

# I. INTRODUCTORY PROVISIONS

## DEFINITIONS

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For these Regulations, the terms set out below have the following meaning:

1. **FIFA**: International Federation of Football Association
2. **Federation**: A football Federation recognized by FIFA. It is a Member of FIFA, unless a different meaning is given by the text.
3. **League**: An organization of associations subject to the Hellenic Football Federation and member of it.
4. **Confederation**: A union of Federations recognized by FIFA belonging to the same continent (or same geographic area).
5. **Club**: A member of a Regional (Local) or a Panhellenic Association of a Federation – Member of FIFA or a League recognized by a Federation, which participates in at least one collective event.
6. **Officer**: Any member of the board of directors, member of committee, referee and assistant referee, coach, trainer, and any other person responsible for technical, medical and administrative issues in the HFF, in an Association or a club.
7. **Football player**: Any football player registered at the HFF for a club.
8. **Third party**: a party beyond the two clubs which transfer a football player, the one to the other, or any former club in which the football player was registered.
9. **Former Federation**: The Federation to which the former club is affiliated.
10. **Former club**: The club from that the football player is leaving.
11. **New Federation**: The Federation to which the new club is affiliated.
12. **New Club**: The club that the football player is joining.
13. **Official Matches**: The matches carried out in the context of Organized Greek Football, such as Panhellenic or local championships, Panhellenic or local cups, not including however friendly or test matches.
14. **Organized Greek Football**: Football conducted and organized by the HFF or its associations-members of Football Clubs by way of assignment by it.
15. **Protected Period**: A period of three entire seasons or three years, whichever comes first, following the entry into force of a contract, where such contract is concluded prior to the twenty-eighth (28th) birthday of the professional football player or two entire seasons or two years, whichever comes first, following the entry into force of a contract, if it is concluded after the twenty-eighth (28th) birthday of the professional football player.
16. **Registration period**: A period fixed by the HFF.
17. **Season**: A period of twelve (12) months, starting from the first day of the first

transfer window, as set by the Federation, in compliance with the article 6 of the present Regulation **and ends with the lapse/completion of twelve (12) months.**

18. **Minor**: A football player who has not reached his eighteenth (18) year of age.
19. **Academy**: An organization or independent legal person of which the principal and long-term purpose is to provide to football players long-term training through the provision of the required training facilities and infrastructure. This shall include, without limitation, football training centers, football fields, football schools, etc.
20. **Transfer Matching System (ESSM, ITMS, DTMS)**: it is an IT data information system based on the Web with main purpose the simplification of the procedure of transfer of international football players, as well as the enhancement of transparency and data flow. We refer to the passage Definitions of the Articles of Association of FIFA.
21. **Registration**: The creation of a written file, which includes details about a football player, like the following:
  - a. The registration dates
  - b. The full name of the football player
  - c. The date of birth, the sex, the nationality, and the status of player (professional or amateur football player)
  - d. The type of football in which the player is going to compete (11X11, Futsal, Beach Soccer)
  - e. The name of the FC or Association registered in the HFF, in which the football player is going to compete (including the FIFA ID of the FC/Association)
  - f. The training category of the FC/Association on the registration date of the football player
  - g. The Player's FIFA ID
  - h. The Federation's FIFA ID
22. **Mandatory Domestic Transfer Correlation System (HFF ESSM or DTMS)**: The existence of the Domestic Transfer Matching System (HFF ESSM or DTMS) is mandatory, and all players can be registered in it. The ESSM must be fully connected to FIFA Connect ID Service and FIFA Connect Interface for the electronic exchange of information. The ESSM must provide all the required / designated information of each registration and for all football players from the age of twelve (12) years old, through FIFA Connect Interface and must automatically provide a FIFA ID to every football player, using the FIFA Connect ID Service platform.
23. **Domestic Transfer Matching System (HFF ESSM or DTMS)**: An electronic

information system capable of managing and controlling all national transfers, etc. within a Federation, in accordance with the principles of the model applied internationally through the FIFA ITMS. As a minimum requirement, the system must collect as data the full name of the player, his/her gender, nationality, status (professional or amateur), name and FIFA ID of both FCs or Associations participating in the transfer etc., as well as any financial transaction between the two FCs or Associations, if any. The ESSM must be fully connected for the electronic exchange of information with the FIFA Connect Interface.

**24. International Transfer Matching System (HFF ESSM or DTMS):**

**The use of an International Transfer Correlation System (FIFA ITMS) is mandatory for all international transfers, loans, etc. of footballers through it, both for professional and amateur footballers. For carrying out all kinds of international transfers of professional and amateur footballers belonging to an FC, responsible for the use of FIFA ITMS and the completion of the relevant procedures is each FC, which has a certain operator(s) in the system in question. For the implementation of all kinds of international transfers of amateur football players belonging to the strength of an amateur association, the Registry Department is responsible for the use of FIFA ITMS and the completion of the relevant procedures Footballers of the HFF, which implements the procedures after the submission to it of all the required documents by the amateur AFC related to it.**

**25. FIFA Connect ID Service:** Service provided by FIFA in a worldwide level. Unique and valid identification codes (FIFA ID) are assigned to individuals, organizations, and facilities (venues, etc.) ensuring the identification of a possible duplicate registration of the same legal entity and maintaining a central archive for all current registrations of all persons who have been assigned a FIFA ID.

**26. FIFA ID:** A unique global and valid identification code assigned by FIFA Connect ID Service to each FC or Association, Federation, and football player

**27. Coach:** An employee in a Football Club or Football Association, whose duties

- a. Include, among others, the following: Physical conditioning, training, and coaching of the players, selecting football players for matches and championships, selecting and deciding for the tactics during matches and championships, and/or,
- b. His recruitment requires a coaching diploma in accordance with UEFA-HFF regulations.

Terms referring to natural persons are applicable to both sexes. Any term in the singular applies to the plural and vice-versa.



## Abbreviations

HFF: Hellenic Football Federation

**AFC: Association of Football Clubs**

IIC: Individual Information Certificate

SQB: Sports Quality Bulletin

ITC: International Transfer Certificate

FMR: Football Matches Regulations

RSTP: Regulations of Status and Transfer of Players

**LEAGUE: Collaboration of Professional Clubs**

RSTP: RSTP FIFA

FC: Football Company

**PSAPP: Panhellenic Professional Football Players Association**

**Note: The provisions of the Regulations in bold are amendments.**

## Article 1      **General principals – Implementation Limits – Purpose**

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1. These Regulations together with its Annexes A, B, and C, establishes binding rules regulating and concerning:
  - the status of football players,
  - the registration – transfer of football players in Greece and the terms and conditions of issue of Sports Status Certificate
  - their qualification to participate in organized Greek football,
  - the principal that contracts must be respected,
  - the principal that contracts may be terminated where there is just cause,
  - the principal that contracts may be terminated where there is sporting just cause,
  - the principal that contracts cannot be terminated during the course of the season,
  - the principal that in the event of termination of contract without just cause, compensation shall be paid and that such compensation may be stipulated in the contract,
  - the principal that in the event of termination of contract without just cause, sporting sanctions shall be imposed on the party in breach.
2. Annexes A, B, C, D, E & F hereto consist of an integral part hereof. Annex A regulates and refers to issues concerning professional football players, Annex B regulates and refers to issues concerning amateur football players and Annex C to issues of issue of certificates, Annex D regulates the training compensation, Annex E contains the provisions for the protection of minors and Annex F contains the contract templates.
3. The provisions and arrangements of these Regulations and of Annexes A, B, C, D, E and F are aiming at:
  - a) the introduction and implementation of mandatory provisions for global football, as provided for and established in the Regulations on the Status and Transfer of Players of FIFA,
  - b) the harmonization with mandatory provisions of the European Union and of the agreements between the European Union on the hand and UEFA- FIFA on the other hand,
  - c) respect of labor legislation,
  - d) protection of the organized Greek football.
4. The use of a domestic electronic registration system for all transfers etc. of

professional or amateur football players, men & women, is mandatory for 11x11 football. A domestic transfer etc. shall be recorded to the ESSM every time a football player is registered in a new FC or Association, belonging to the same Federation. Every registration of a football player to a new FC/Association shall be considered invalid, unless recorded in the ESSM.

## **II. FOOTBALL PLAYERS STATUS**

### **Article 2      Status of Football Players: Amateur and Professional** **Football players**

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1. Football players participating in the organized Greek football are registered either amateurs or professionals.
2. A Professional is a football player who has a written contract with a club and is remunerated more for his football activity than the expenses he effectively incurs. All other football players are amateurs.
3. All the other football players are considered as amateurs.
4. All the Athlete's Certificates of professional and amateur football players are mandatory issued with a specific duration (for a certain period), as described in detail in article 2 of appendix B' and in article 11 of appendix C' hereof.

### **Article 3      Reacquisition of amateur status**

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1. A football player registered as a professional may not re-register as an amateur until at least 30 days after his last official match as a professional.
2. No compensation for contract breach is payable upon reacquisition of amateur status unless the player reacquires a professional status in the same season. If a football player re-registers as a professional, within thirty (30) months of being reinstated as an amateur, the club must pay training compensation in accordance with the Article 25. Any amateur is free to acquire professional status, only during the registration period. The restriction does not apply to the amateur football players of the professional FCs.

### **Article 4      Termination of activity**

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1. Professionals who end their football activity at the expiration or the termination of their contracts and amateurs who terminate their activity, shall remain registered

in the federation of their last team for a period of thirty (30) months, which begins the day after the last participation of the player in an official match of his team. This period begins on the following day after the day that the football player made his last appearance for his club in an official match.

### III. REGISTRATION OF FOOTBALL PLAYERS

#### Article 5 Registration

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1. A football player must be registered at the HFF to play for a club, as either an amateur or a professional in accordance with the provisions of Article 2. Every Federation is obliged to have an electronic registration system of football players, who must be provided with a FIFA ID upon their first registration. Only those registered through the ESSM and are recognized by the FIFA ID assigned to them, are entitled to participate in organized football.
2. **Registration is considered:**
  - a) **the application for first registration, i.e., when a football player has never previously registered with a club, whether it is a member of the HFF or a member of a foreign Federation**
  - b) **the re-registration request, i.e., when a football player is free and registers in a club,**
  - c) **the domestic transfer application, i.e., when a footballer is transferred from one team to another, within the Hellenic Football Federation**
  - d) **the application for an international transfer, i.e., when a footballer is transferred from a team of another federation to a Greek club and vice versa.**

By the application for registration, a clause is included states that the football player agrees to comply with the statutes and regulations of HFF, UEFA and FIFA and at the same time, submits a GDPR consent form. Upon his registration the football player may play for any section of his club, that is Men – Adolescents – Children, if it is allowed by the regulations of the relevant organization.
3. A football player may only be registered with one club at a time, without prejudice to the provision of Article 7 and the possibility of being registered with a different futsal club and/or beach/street football club.
4. Football players may be registered with a maximum of three clubs during **one season. During this period, the footballer has the possibility to compete in official matches for only two teams, regardless of the Federation to which they belong and the division in which these teams compete.** As an exception

to this rule, a professional footballer who moves between two teams belonging to overlapping federations (i.e., beginning of the summer / autumn season as opposed to winter / spring) **or if the two Federations involved in the transfer have different dates in the calculation of the competition season (i.e. one Federation uses two calendar years, e.g. 1/7/2022-30/6/2023, and the other Federation one calendar year , e.g. 1/1-31/12/2022), even if these two Federations are members of the same Confederation (e.g. UEFA), then** may play in three official matches for a third team during the relevant season, if he has fully complied with his contractual obligations towards his previous teams. Equally, the provisions relating to registration periods, as well as to the minimum length of a contract, must be respected. A football player may not play in official matches for more than two clubs, competing in the same national championship or cup during the same season. The use of a football player or players in violation of the above constitutes a non-eligible participation, applying the sanctions provided in the Laws of the Game. **This provision may be amended in exceptional cases and only by decision of FIFA, which in relevant cases issues a relevant circular which is notified to its member Federations, and which is immediately applicable, is not subject to interpretation and takes precedence over this regulation.**

#### Explanatory Comment

For the application of the present provision, regarding the calculation of the three allowed registrations - transfers, the team to which the football player belongs is not taken into consideration.

#### **Article 5<sup>A</sup>      Transfer "bridge"**

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- 1. No FC or Association may be involved in a "bridge" transfer.**
- 2. It will be assumed, unless proven otherwise, that two consecutive transfers, at national or international level, of the same footballer within a period of sixteen (16) weeks, make the participating parties (FC or Union and footballer) involved in transliteration "bridge".**
- 3. The HFF Disciplinary Committee, in accordance with the FIFA Disciplinary Code, will sanction any party subject to the FIFA Statutes and Regulations and involved in a "bridge" transfer.**

## Article 6 Registration period

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1. Football players can be registered in FCs and Associations only during the two registration periods each year and as they established annually upon decision of the Executive Committee or of the Extraordinary Committee of the Hellenic Football Federation. In any case, the first and basic transfer window of each year will start on the first day of the window. All the transfer windows must be reported in writing to the Players' Status Committee of FIFA **which in exceptional cases can differentiate them by its decision, which is immediately enforceable.**
2. As an exception to this rule:
  - A. A professional football player, whose contract has expired in time or expired upon decision of the relevant decision-making body during a transfer window, but before the end of it, he/she can be registered after the transfer window, within the deadline set by the Executive Committee of the HFF, with its decision about the registration of unemployed football players, with due attention to the athletic integrity of the leagues. If the decision of the decision-making body is issued after the expiration of the deadline for the registration of the unemployed, the football player shall have, in any case, a deadline of two days after the final judgment of the above decision, to be registered upon his/her request before the PSC.
  - B. FCS and amateur associations may proceed with first registrations of minors throughout the pre-determined competition season. Amendments to the contracts of professionals who already belong to the force of an FC are allowed throughout the period from July 1<sup>ST</sup> to June 30.**
3. Any modification of the registration periods is notified to FIFA **accompanied by the relevant EU decision of the HFF** and enters into force after 12 months of the notification.
4. Football players are registered - with the exceptions mentioned in par. 2 of the present article - only if an application by the club is validly submitted to the HFF through the electronic transfer matching system, during the transfer window, according to Annex C.
5. Free agent professional football players cannot compete in a club as amateurs before the expiration of at least one month from the last match they competed as professionals. If one (1) month before the expiration or termination of the contract the football player did not play in any match as a professional, he/she can regain the amateur status immediately.
6. Any amateur football player can be transferred as a professional to a FC, only during the transfer windows for professional football players of each year, apart

from amateur football players of FCs (when they enter a contract with the same FC to which they belong).

7. Any free agent professional football player shall be registered- re-registered as an amateur, during the amateur re-registration periods.
8. **For the amateur footballers who belong to the force of the founding union of an FC, to join the power of the said FC, it is necessary to carry out a transfer and this must be carried out within the above transfer periods concerning the FCs.**

## **Article 7      Loan of Professionals**

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1. A professional may be loaned to another club only by a written agreement between him and the (two) clubs concerned. Any such loan is subject to the same rules as apply to the transfer of football players.
2. In relation to Article 15, par. 2, the minimum loan period shall be the time between two registration periods.
3. The club that has accepted a football player on a loan is not entitled to transfer him to a third club without the written authorization of the club that released the player on loan and the football player concerned.
4. Upon the expiry of the term of the loan or the termination of the contract, the football player automatically returns to the club that released him, provided that the contract with it has not expired.
5. The loan period is counted in the initial contract of the football player without its extension being allowed.
6. In order the contract of a football player on loan to be terminated, agreement of the two clubs and the football player is required.
7. In case of termination of the contract by the fault of the FC, the football player returns to the releasing FC, and he may play upon the start of the new registration period, and the responsible FC is liable to compensate the remuneration mentioned in his loan contract up to the start of the registration period increased by 50%.
8. In case of termination of the contract by the fault of the football player, the FC is not liable for any compensation. The football player returns to the releasing FC, he plays, and he is paid remuneration only from the start of the new registration period.

## **Article 8      Unregistered football players**

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If a football player, not registered at the HFF, appears in any official match, the football player shall be considered to have played illegitimately, the match shall be awarded in favor of the opposite club, according to article 23 of the FMR. Given the participation of football players in matches, only by the official sports status certificate, further sanctions for identity theft shall be imposed on the club and the football player **as well** according to article 23 of the FMR.

## **Article 9      Enforcement of disciplinary suspensions**

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1. Any disciplinary suspension up to four matches or three months, imposed on a registered at the HFF football player by the previous federation, but not yet served until the time of transfer, is still valid for the HFF to be served **the rest of it**. Upon issuing the ITC, the HFF shall notify the new federation through the Transfer Matching System (TMS) (for football players registered as professionals) or in writing (for football players registered as amateurs) on any such disciplinary suspension which has not been fully served.
2. Any disciplinary suspension of more than four matches or three months, which has not been fully served by a registered at the HFF football player shall be executed by the HFF only if the Disciplinary Committee of FIFA has extended the disciplinary action to have global application. In addition, upon issuing the ITC, the HFF shall notify the new federation through the Transfer Matching System (TMS) (for football players registered as professionals) or in writing (for football players registered as amateurs) on any such disciplinary action which is pending to be fully served.

## **Article 9b      Overdue Depts**

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1. The teams must comply with their financial obligations to the players and the other teams, in accordance with the terms of the contracts they sign with the professional football players and the transfer agreements.
2. Any team that has delayed a payment due for a period that exceeds the 30 days, without an obvious contractual basis, may be subject to the penalties provided for in the following paragraphs.
3. For a team to be considered to have overdue payments (debts) within the



meaning of the present article, the creditor (football player or team) must have notified in writing the team for a breach of contract and must have provided a deadline of at least ten days to the team, in order to comply with its financial obligations.

4. Within the framework of its responsibilities described in article 24, the Arbitration Tribunal of Football of HFF may impose the following penalties:

a) warning,

b) reprimand,

c) fine up to € 30,000.00 for the teams of Super League1 and up to € 20,000.00 for the teams of Super League 2,

d) transfer ban for one or two transfer windows

The penalty of the fine cannot be imposed for the first violation and the penalty of transfer ban can be imposed only if the FC has committed 3 or more violations within the same season. The violations may concern different natural or legal persons (football players or teams).

5. The penalties provided for in the violation may also be imposed cumulatively.

6. A repeated violation will be considered an aggravating circumstance and will lead to more severe sanctions.

7. The terms of the present article do not preclude the application of other measures and, particularly, of the provisions of Article 14, in the event of a unilateral termination of the contractual relationship.

#### **IV. MAINTENANCE OF CONTRACTUAL STABILITY BETWEEN PROFESSIONALS AND CLUBS**

##### **Article 10    Respect of contract**

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1. A contract between a professional and a club may only be terminated upon expiry of the term of the contract or by mutual agreement at any time

2. a) The previous day of the start of the registration period shall be established as the contractual termination of a contract.

b) The termination by mutual agreement is made in writing, pursuant to all terms and conditions required for the execution of the contract and determines the date of termination-expiry of the contract, as well as any other agreed subject.

c) The mutual agreement on the termination of a contract is allowed, without time limitation, throughout its term.

3. A contract between a professional and a club may be terminated at any time,

without cause for both parties, due to:

- a) the physical inability of the football player to perform the terms of the contract, due to full incompetence or death,
- b) legal inability of the FC, that is bankruptcy, revocation of license, relegation to amateur category.
- c) partial incompetence of the football player, as specifically set out in Article 11 of Annex A.

## **Article 10<sup>A</sup> Insurance of the football players**

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1. The clubs are obliged to fully cover the healthcare needs of their players, **with private insurance, regardless of any parallel public insurance**, from the beginning to the end of their contracts.
2. The Professional Football Associations will insure to a private insurance company as a group all the football players of all their FC-members, up to a week before the beginning of the championship of every Union, as far as it concerns the full coverage of their healthcare needs. In case that a team insurance policy is not obtained by the Union, every club is obliged to insure on its own all of its players in a private insurance company, no later than the beginning of the championship. If a FC does not wish to participate in the group insurance, it is obliged to insure on its own all its players in a private insurance company, no later than the beginning of the championship and providing at least the same insurance benefits with the group insurance of the Union.
3. In the event of an injury of a player, whether during a training (group or personal training, taking place in the facilities of the club or in the facilities indicated by the club and under its supervision) or during a match of the FC, the Club has to cover all the medical expenses needed for the recovery of the player (in a recognized private clinic or hospital), whether the player is insured or not. In these cases, the football player must follow his treatment in accordance with the doctors, private clinics, etc., who collaborate with his club or with the insurance company in which he is insured by the club. **Exceptionally, the footballer is entitled to go to doctors, private clinics, etc. not cooperating with the club, with the prior written consent of the club when this is required by reasons of urgency, necessity and/or force majeure.**
4. In case that a FC does not fully cover the treatment expenses of one of its players, who got injured during the training, or during a match, while the player has an active contract with the club, the player can claim these money before the First

Instance Dispute Resolution Chamber. By the same decision that the DRC orders a FC to pay the medical expenses, it refers the same FC to the Disciplinary Committee of the relevant Organizing Authority, which imposes a fine equal to the unpaid medical expenses.

## **Article 11 Termination of the contract for just cause**

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1. A contract may be terminated by either party, without consequences of any kind, for the party without fault, for just cause reasons. The termination of the contract requires the submission of a relevant request to the competent bodies of the HFF and a decision issued by them. The date of termination of the contract is the date of submission of the relevant request.
2. The determination of just cause, except for the indicatively mentioned cases in these Regulations, is considered according to the facts of each special case.
3. Just cause for the termination of the contract is, indicatively:
  - a) the non-payment of the regular remuneration of the football player for a period of two (2) months in total. For the regular remuneration of the football player, not paid monthly, the proportionate value of salaries of at least two months shall be considered.
  - b) the non-payment of exceptional benefits (bonuses) for a period of three (3) consecutive months,
  - c) the non-payment of an instalment (in accordance with the provisions of par. 4.4 of a professional contract, as indicated in the templates of annex F of the present) mentioned in the contract for a period beyond thirty (30) days,
  - d) the non-payment on behalf of the FC **due employer contributions or private insurance contributions of the footballer for a period beyond three (3) months,**
  - e) the non-execution of a private insurance contract on behalf of the FC or the relevant professional association, for a period up to 30 days from the start of the relevant championship,
  - f) the punishment of the football player for doping, by decision of the Greek National Anti-Doping Organization
  - g) the punishment of the FC for encouraging the doping of the football player, given that a decision by the Greek National Anti-Doping Organization is issued, regarding the football player and the relevant judicial body for the FC,

- h) the punishment of the football player for disciplinary offence by exclusion for more than eight (8) matches or two (2) calendar months for a one-year contract, for more than four (4) months for a two-year contract, for more than six (6) months for a three-year contract, for more than seven (7) months for a four-year contract and for more than eight (8) months for a five-year contract.
  - i) any abusive behavior by one of the parties aiming to force the counterparty to terminate or amend the terms of the contract.
4. The final punishment of the football player for the offences of Articles 20, 21, 27, 28, 29 and 31 of the Code of Ethics of the HFF by the competent Disciplinary organs of the HFF consists just cause for the termination of the agreement.
5. Condition for the admissibility of any application for the termination of a contract of this article is the prior notification of an extrajudicial notice of the applicant to the FC and the expiry of the time limit of eight (8) days of the day of service of the notice. Such notice must be sent after the expiry of the time limits provided for in this article. In case the other party complies within the above time limit of eight (8) days, the application for termination of the contract shall be inadmissible. In case of recidivism during the same season, for example, debts of a FC to the same player for second time and for every next time and especially in the cases of article 11 par. 3a of the present regulation, an out-of-court notification is not required. Provision with different content from the above, that may be included in contracts at the time that this provision enters into force, may be considered. In case the FC pays off the football player after the 8 days deadline, but before the appeal is filed, the appeal is rejected.

## **Article 12 Termination of Contract with sporting just cause (Justified grounds)**

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The existence of justified grounds is a reason for the termination of contract with sporting just cause, whether they are met by the football player, or by the club. The conditions for justified grounds to be met are considered according to the meaning set out by the Greek labor legislation.

1. An established professional player who has, during the season, appeared in fewer than 10% of the official matches in which his club has been involved, may terminate his contract prematurely on the ground of sporting just cause.
2. A professional may terminate his contract for the above cause, only within a time

limit of fifteen (15) days after the last official match of the season of the club with which he is registered.

3. The existence of sporting just cause shall be established on a case-to-case basis. Due consideration shall be given to the circumstances invoked by the football player and the club in the appraisal of such cases.
4. In case of termination of a contract for sporting just cause, sporting sanctions shall not be imposed, to the football player or the club, though compensation may be payable either to the football player or to the club.

### **Article 13      Restriction on terminating a contract during the season**

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A contract cannot be unilaterally terminated during a season, subject to articles 10 and 11 hereof.

### **Article 14      Consequences of terminating a contract without just cause**

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The following provisions on compensation and sporting sanctions apply if a contract is terminated without just cause:

1. In all cases, the party in breach of the terms of the contract shall pay compensation. The amount of the payable compensation for contract breach to the party without fault, either during the protected period, or outside the protected period, may be determined in the contract by the two contracting parties.
2. If the amount of the compensation is not determined in the contract, the following apply. If the FC is in breach for the termination of the contract, it is obliged to pay the football player:
  - i) his regular monthly salaries for the remaining year until the expiry of next from the termination registration period, as well as the proportionate holiday pay and vacation pay
  - ii) amount equal to the total remaining instalments of the contract until its contractual expiry, divided by the total of remaining registration periods.
  - iii) In case the football player has concluded a new contract, upon the adoption of the decision by the judicial body for the termination/suspension of the contract by the fault of the FC, the amount of the new contract for the period corresponding to the remaining time of the contract prematurely terminated, shall be deducted from the remaining value of the contract prematurely terminated (“Mitigated Compensation”). In case of termination/suspension of the

contract by the fault of the FC, in addition to the Reduced Compensation, the football player is entitled to an amount corresponding to the agreed based on the contract remuneration of three (3) months ("Additional Compensation"), which in cases of serious breach, may be increased up to six (6) months. In case the football player has concluded a new contract, [the validity of which includes the time remaining until the expiration of the prematurely terminated contract], the player will be entitled to "Mitigated Compensation", which is equal to the half value of the contract, for the remaining period until the expiration of the contract, which was terminated prematurely. Any excess amount will be deducted and will be demanded by the FC once it has been paid.

The overall compensation may never exceed the rest value of i) and ii) subparagraphs of the present paragraph. The FC having a legitimate interest can request the relevant financial information from the new contract, from either the organizing authority or the HFF. **In case of refusal by the organizer or the HFF, the concerned FC may appeal before the Committee for the Resolution of Financial Disputes, if there is a pending trial, requesting the issuance of a relevant decision/order ordering the grant.**

3. If the football player is in breach for the termination of the contract, monetary compensation is due only for the following reasons:
  - i) Due to deception of the club by false details as to the required documents for the execution of the contract and the issue of athletic status certificates.
  - ii) Due to the breach of the existing contract in any way, to sign a new contract with another club.

For the cases, the compensation due is proportionate and corresponding to those mentioned in par. 2a i) ii) and iii).

4. Entitlement to compensation cannot be assigned to any third party, beyond the football player and the FC. On the contrary, if a professional football player is obliged to pay compensation, due to termination/suspension of contract by his fault, the professional and his new club shall be jointly and severally liable for its payment.
5. In addition to the obligation to pay compensation, sporting sanctions must be imposed on the party in breach of the terms of the contract during the protected period, as follows:
  - a) On the football player in breach, a four-month restriction on playing in official matches shall be imposed. In the case of aggravating circumstances, the restriction may be extended up to six months. The execution of the sanction starts

from the service of the decision. The second appeal suspends the execution. From the end of the season, the sanction remains suspended until the start of the new one. The suspension will not apply if the player is an established member of the Greek national team that may participate in the final competition of an international tournament during the period.

b) On the club in breach may, depending on the gravity of the circumstances, be additionally imposed the following sanctions:

i) a warning

ii) a reprimand

iii) a fine and

iv) a ban on registering, any new players either nationally or internationally for one (1) or two (2) entire and consecutive registration periods except from the training amateurs of the Academy of the club which has the right to promote and offer a professional contract.

6. Unilateral breach without just causes or sporting just cause after the protected period shall not result in sporting sanctions.

7. It is noted that in case of renewal of the contract of a football player a new protected period begins.

8. a) Any club acting in a way that aims to incite a breach of contract between a professional football player and a club, to facilitate the transfer of the player, will be sanctioned. It is considered, unless proven otherwise, that every club, by signing with a professional football player who has terminated his contract without a legal reason, has incited the specific professional to breach the contract. In this case, the club will be penalized with transfer ban from one (1) to two (2) seasons and it will be allowed to register new players, either native or foreign, only during the transfer window following the completion of the relevant sports penalty. Exceptionally, during the year when the penalty is in force, the club will be able to register amateur football players of itself and of its founding club as professionals.

b) Any individual who is subject to the statute and the regulations of HFF, UEFA, FIFA (team representatives, intermediaries, football players, etc.) and acts in a way that aims to incite a breach of contract between a professional football player and a club, to facilitate the transfer of the player, will be punished:

i. with a fine from ten thousand euros (10,000) to fifty thousand euros (50,000) and

ii. With a participation ban, in any activity relevant to football, from one (1) to six (6) months.

**9. The sports sanctions referred to in paragraphs 5 and 8 hereof are imposed by the Football Arbitration Court of the HFF, following an independent request of the person having a legal interest.**

**Article 15 Special provisions relating to contracts between professionals and clubs**

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1. If an intermediary is involved in the negotiation of a contract, he shall be named in that contract.
2.
  - a) The minimum length of a contract shall be from its effective date until the end of the season, while the maximum length of a contract shall be five years. Football players under the age of 18 may not sign a contract for a term longer than three (3) years. Any clause referring to a longer term shall not be recognized
  - b) If the contract has been signed before the twenty-eighth (28) birthday of the professional, a period of three entire seasons or three years, whichever comes first, following the effective date of the contract, shall be the protected period. If the contract has been signed after the twenty-eighth (28) birthday of the professional, a period of two entire seasons or two years, whichever comes first, following the effective date of the contract, shall be the protected period.
3. A club intending to conclude a contract with a professional, must inform the football player's current club in writing, before entering into negotiations with him.  
  
A professional shall only be free to conclude a contract with another club, if his contract with his present club has expired or is due to expire within six months. Any breach of this provision, relating to the notification in writing, shall be punished by a monetary penalty from thirty thousand Euros (30,000€) up to one hundred Euros (100,000€) on a case-by-case basis.
4. The validity of a contract may not be made subject to:
  - a) the condition of a successful medical examination of the football player or
  - b) the grant of a work permit to the footballer, or/and resident permit
  - c) its timely submission by the new club to the competent bodies (in case a club does not submit the contract of a football player until the end of the registration period, he is entitled to do it himself **up to one month after the end of the transfer period** for the start of legal effects of the contract and not for the issue of a certificate)
  - d) the issue of a sports status certificate.



The new club is responsible to ensure all above circumstances before the signing of the contract, and any failure or non-compliance by it consists absolute breach of the contract.

5. If a professional enters more than one contract covering the same period, with the exclusion of the case of Article 7, is sanctioned in accordance with the provisions of article 9b. A valid contract is the first one signed in time, given that it has been signed during the legal period (see par. 3 above). The organizing authority ratifies all the contracts fulfilling all the further conditions and the DRC decides whether a contract is valid or not. The additional sports sanctions referred in articles 11, 14 and 15 of the present chapter shall be imposed by the Court of Arbitration of the HFF, upon an independent request of the person having a legitimate interest.

## **Article 16 Third-party influence on clubs**

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1. No club shall enter to a contract which enables the counter club/ counter clubs, and vice versa, or any third party to acquire the ability to influence in employment and transfer - related matters each independent, each policy or the performance of each team.
2. The FIFA Disciplinary Committee may impose disciplinary measures on clubs that do not observe the obligations set out in this article.
3. The Disciplinary Committee of the relevant organizer may impose disciplinary measures on clubs that do not observe the obligations set out in this article, as follows:
  - a) Monetary penalty from ten thousand euros (10,000) up to fifty thousand euros (50,000).
  - b) Transfer ban.

## **Article 17 Acquisition of financial rights of football players by third parties**

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1. No club or football player shall enter a contract with a third natural or legal person according to which the third party acquires the right to participate, in whole or in part, in a compensation paid in relation to a future transfer of the football player from one club to another, or any rights are assigned to it in relation to a future transfer or transfer compensation.
2. The HFF Disciplinary Committee may impose fine up to fifty thousand (50.000, 00) euros on clubs and restriction on playing up to six (6) months on football players that do not observe the obligations set out in this article.

## **V. INTERNATIONAL TRANSFERS IN WHICH MINORS ARE INVOLVED**

### **Article 18 Protection of Minors**

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1. International transfers of minors' players are pertaining to the special protection regime of FIFA, as mentioned in detail on annex E of the current regulations.
2. The conditions of this article shall also apply to any football player who has never previously been registered with a club and is not a national of Greece.
3. The procedures for the submission of applications to the sub-committee for first registration and international certificate of a minor are included in Annex 2 of the Regulations on the Status and Transfer of Players of FIFA.

### **Article 19 Registration and Declaration of Minors of Academies**

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1. The clubs operating an academy which has legal, financial, or actual relationships with the club, are obliged to declare to the HFF all minors participating in the academy.
2. HFF is obliged to ensure that all academies which do not have legal, financial, or actual relationships with a club have their own club, which participates in the championships of the relevant Union, and all football players shall be registered at the club and shall be declared to the HFF all the minors over 10 years old, participating in the Academy, for training purposes. HFF shall keep a record containing the full names and dates of birth of minors declared to it by the clubs or the academies.
3. Through the declaration, the academies and football players promise to train in football according to the Statutes of FIFA and HFF and to respect and promote the moral principals of organized football.
4. Any breach of this provision shall be sanctioned by the Disciplinary Committee of HFF.
5. This article shall apply for the declaration of all minor football players who are not nationals of Greece.
6. This Article and Article 18 shall also apply to the relevant articles for registrations and transfers of minor football players included in Annex A and B to these regulations.

## **Article 20 Special provisions for the football players**

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All specific issues concerning Female Football Players and their relations with the women's clubs in which they compete will be resolved based on the provisions of article 18.4 of the Regulations on the Status & Transfers of Football Players of the Worlds' Confederation of Football (FIFA RSTP).

## **VI. JURISDICTION – COMMITTEES**

### **Article 21 HFF competence**

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Without prejudice to the right of any football player, coach, or club to seek redress before a civil court for employment-related disputes, HFF is competent to hear:

1. Disputes between clubs and football players in relation to the maintenance of contractual stability (articles 10-15), and the health insurance of the football players (article 10A) sporting sanctions or compensation for breach of contract.
2. Employment-related disputes between a club and a professional football player.
3. Employment-related disputes between a club belonging to a professional category and a coach **arising from the provision of his services in any way and concerning any kind of claim he may have in this regard, as it arises from any written agreement between FC and the coach.**
4. Financial or other disputes between clubs relevant to a transfer of a player which do not fall under the cases 1 to 3.
5. For the resolution of financial disputes, which arise from the employment relationship between coaches and clubs belonging to amateur categories.
6. For the classification of football players as Amateurs or professionals in various competitions based on the relevant Regulations.
7. For the inspection of the completeness of the supporting documents and their legitimacy before the issue of any Football Player's Sports Status Certificate, as well as for the revocation of the certificate of the player.
8. For the adjudication of appeals of football players and clubs against the decisions that reject the request of change of football player (first registration, transfer, etc.)
9. For taking decisions on issues of registration or transfer of amateur and professional football players.
10. For the determination of classification of football players, in various matches organizations.
11. For the interpretation of the provisions of the Statutes or Regulations related to the registration or transfer of football players.

12. Disputes between teams (Association and FC or FC and FC) regarding the calculation and the payment of the training compensation, as well as disputes arising from private agreements between teams during the transfer of amateur football players are adjudicated in First-Degree Dispute Resolution Committee (PEEOD) and last instance by the Court of Arbitration of Football.

## **Article 22 Football Players' Status Committee**

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1. The Football Players' Status Committee shall adjudicate on any of the cases described under Article 21 cases 6, 7, 8, 9, 10 and 11, and any other relevant dispute arising from the apply of the provisions of the present Code and is not subject, by express provision, to the jurisdiction of the DRC, the Court of Arbitration of Football and the disciplinary committees being competent at the same time to authorize **SQB and other responsibilities in the Football Players Registry Department**.
2. In case of uncertainty as to any of the competence of the Committee, the chairman of the committee shall decide on the referral to another competent committee.
3. The decisions of the Football Players' Status Committee may be appealed before the Court of Arbitration for Football.

## **Article 23 First Instance Dispute Resolution Chamber (PEEOD)**

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1. For professional football a three-member First-Degree Dispute Resolution Committee (PEEOD) shall operate.
2. The Committee shall adjudicate on any dispute related to Article 21 par. 1, 2, 3, 4,5 and 12 hereof at first instance.
3. The President of the Committee and its substitute shall be officers of court in office or not. The Committee has two more members appointed as other members (Association and **PSAPP**, etc.).
4. The operation and the procedure before the Committee is set out in the following article and in the Procedural Regulations of Operation of HFF.
5. The decision of the Dispute Resolution Committee may be appealed before the independent Court of Arbitration for Football within the deadline of five (5) days which starts from the next day of the notification of the decision otherwise in any case within ten (10) days from its adoption. If the above time limit expires without the lodging of an appeal, the decisions become final and enforceable, while no other appeal or remedy is allowed.

## Article 24 Procedural Rules

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1. In cases of dispute, the Football Players' Status Committee and the Instance Dispute Resolution Chamber must be seized within ten (10) days from the submission of a valid request and adopt a decision within (10) days from the hearing of the case. If the dispute concerns the termination of a contract, the DRC must adjudicate the case and decide within 10 days.
2. In cases of termination of contracts by mutual consent, along with the request, the specified operating fee and the relevant documents will be submitted, and the decision will be issued within three (3) days from the submission of the request. Decisions will be issued by a member of the Chamber (arbitrator) appointed by its President. If the file is not complete, the case will be recorded, dated, and signed by the Arbitrator and the FC shall be informed in written form.  
The procedures shall be obliged from Procedural Rules of HFF.
3. The disciplinary procedures for the breach of these Regulations shall harmonize with the Disciplinary Code of HFF, unless set out differently herein. This time limit is interrupted, if, within the period of two (2) years, an arrangement for partial payment of the debt is agreed and it is extended for as long as this arrangement lasts. If the arrangement ceases to be observed or is terminated, **a new two-year period begins** from the day the FC debtor becomes delinquent.  
The application of the above time limits will be examined ex officio in each case.
4. The Football Players' Status Committee and the First Instance Dispute Resolution Chamber, upon adopting their decisions, shall implement these regulations, considering all relevant provisions, as well as the special features of the sport, according to those specifically provided for in Article 1 hereof.
5. The detailed procedure for the resolution of disputes arising from the implementation of these Regulations, is specified in the Procedural Regulations of PEEOD of the HFF **and in the Procedural Regulation of Arbitration of the EIP/HFF.**

## Article 25 Court of Arbitration for Football

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1. The Court of Arbitration for Football operates within HFF, with the competencies described in its relevant Regulations.
2. The scope of the Court of Arbitration for Football is described in its Rules of Procedure, in its Statute and in further regulations of the HFF. In the competencies of the Court of Arbitration for Football, among others, the hearing at second instance of the appeals against the decisions of the First Instance Dispute

Resolution Chamber, over the decisions of the PSC.

3. The enforceable decisions of the First Instance Dispute Resolution Chamber and the final decisions of the Court of Arbitration for Football, if they are not fully repaid by the party in breach within sixty (60) days, grant the right to the other party by a document to the Court of Arbitration for Football to request of the sanctions of the following paragraph, in two phases: a) implementation and b) activation of sanctions. During the procedure, the debtor FC may request the payment of the debt in installments, in accordance with the provisions of the CBA of the two parties.

In addition to the other sanctions, that may be imposed by the court, in cases of decisions on non-payment of compensations for any reason to football players and coaches in Professional Category, during the stage of enforcement of sanctions, in accordance with the following, the sanction of deduction of three (-3) points in the championship it participates is compulsorily imposed to the debtor club according to the following procedure:

- By the notification to the relevant Association of the decision of the Court of Arbitration for Football, by which the above sanction is imposed, a time limit of five (5) working days shall be granted to the FC, the day of notification not being counted, to repay it. In case it is not repaid, then by a decision of the relevant Association three (3) points shall be deducted from the scoreboard of the championship from the debtor FC, while its next match shall be normally conducted. If the debtor FC repays its debt, for which the deduction of points was imposed, within the next five (5) working days from the day the match was conducted (this day not being included), the points shall be returned to it **if they do not pay it, the points are permanently lost.**
- **The above exactly applies to the continuation, after the first 10 days have passed and if the debt remains unpaid, the deduction of (-3) points continue in the same way, i.e., after the next period has passed (5+5 =)10 days, points are permanently deducted again (-3). This can happen up to three (3) times.**
- **The same procedure is followed if more than one penalty activation decision has been issued against a FC, separately for each of them.**
- If an FC, within the same season, commits three (3) times the above breach (that is nine points have been finally deducted from it from the scoreboard, regardless of whether the punishment arises from the same decision or several decisions against it), is expelled from the league, occupying the last position in the league standings and the provisions of Article 33 of the FMR

of Professional and Amateur Championships apply.

5. The present procedure for the implementation and activation of sanctions applies:
  - a) for decisions against teams participating in professional leagues, which have been issued during the current season and / or the previous one and relate to debts of the current season and / or the previous one, and b) for decisions of the last three (3) seasons, before the current one, given that an arrangement for repayment in installments of the debt has been agreed and this arrangement ceases to be observed in the current season. All other cases regarding decisions of previous years, with a request for the implementation and / or activation of sanctions, are tried by the regular composition of the Arbitration Tribunal and not by the Single Member Body **i.e., in a three-member composition according to article 5 par. 3 of its Regulation. With this procedure, the existence or non-existence of "sporting succession" of the debts of an old from a new FC is judged.**
6. In case that after a decision of the DRC or the HFF`s Court of Arbitration, the payment of the overdue amount is ordered to be paid in installments, after the agreement of the parties or according to a CBA, then with the same decision, the consequences of the breach of the agreement and the imposition and activation of penalties will be related to the payment of an overdue installment or the entire decision are foreseen.
7. To the football player or coach or mediator, who does not pay a corresponding executable / final decision of paragraph 3 of the present article, is imposed **with the process of imposing and activating penalties** one of the following penalties:
  - a) a fine of up to twenty thousand (20,000.00) euros; and
  - b) prohibition of exercising his/her activity for up to four (4) months.
8. **Upon notification to the footballer or the coach or the mediator of the decision of the Football Arbitration Court, by which the above penalty is imposed, the footballer or the coach or the mediator is given a period of five (5) working days, not counting the day notification, for its payment.**

## **Article 26 Training Compensations and B Clubs.**

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1. A training compensation must be paid to the club or the clubs for the training of a football player, when an amateur player signs his first contract as a professional until his 23rd birthday. It is a financial reimbursement for the training period spent until the age of 21, in accordance with the provisions of Annex D of the present. In case that FIFA has different provisions, which are binding for the internal

transfers, regarding the training compensation, these are the provisions that will be applicable. The provisions regarding the training compensation are not applicable to Women's football in Greece.

2. By a special Regulation of the Executive Committee of the HFF, in derogation from the provisions of the present regulation, second teams may be established by the FCs of Super League-1 or Super League-2.

## **VII. FINAL PROVISIONS**

### **Article 27 Transitional provisions**

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1. Any appeal lodged before the entry into force hereof, is assessed and adjudicated according to the previous regulations.
2. Following the entry into force hereof, all cases shall be adjudicated according to these Regulations.
3. After the entry into force of these Regulations, any party choosing bodies and procedures to satisfy its rights not provided for by these Regulations, shall not be entitled to request protection or regulation provided for by these Regulations.
4. Final decisions of courts or judicial football bodies adopted before the entry into force of these Regulations, may be satisfied (by the application of the sporting sanctions hereof) upon request to the Court of Arbitration for Football.

### **Article 28 Matters not provided for – Deficiencies - Entry into force of Provisions**

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1. The interpretation of the present Regulation falls under the judicial bodies applying it. Unforeseen issues in case of force majeure or where there are serious ambiguities, they will be resolved or serious ambiguities will be clarified by decisions of the Executive Committee of the HFF, in accordance with the Regulations of International Confederations.
2. The present Regulation, as amended, is applicable by July 1<sup>st</sup>, 2021.
3. Exceptionally and without prejudice to the provisions of Article 24 of the present, the collective agreements and the memorandums of cooperation signed between professional associations and **PSAPP**, at any time, and concern issues of football employment relationships (that is, salaries, compensations, licenses of football players, payment of overdue debts, etc.), which may be subject to a different regulation from those provided in the present Regulation apply promptly after their



ratification by HFF and may differ from the provisions of chapter IV (MAINTENANCE OF CONTRACTUAL STABILITY BETWEEN PROFESSIONALS AND CLUBS), articles 10 to 15, as well as articles 11 and 12 of Annex A '.

4. In the event of exceptional circumstances or force majeure, by an EU decision approved by FIFA, different provisions may apply as to the start and end of the season and the transfer window and other matters.

The present regulation was amended, codified, and approved by the decision **27/2022** of the Executive Committee of the HFF, **on the 29th of June 2022** and enters into force **from the 1st of July 2022**.

**Athens, June 29<sup>th</sup>, 2022**

**THE PRESIDENT**

**THE EXECUTIVE SECRETARY**

**PANAGIOTIS BALTAKOS**

**IAKOVOS FILIPPOUSIS**

# HELLENIC FOOTBALL FEDERATION



## **Annex A** **Implementing Provisions of Regulations for** **Professional Football Players**

**JUNE 2022**

## **Article 1      Football players that may be maintained by FCs**

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Every FC maintains in its force:

- a) Professional football players,
- b) Training amateur football players up to the age of 21.

At the end of the season, during which their 21st year of age is reached, who at the end of the season during which they completed their 21st year of age and are not registered as professionals by the FC, they become free upon their request before the PSC.

## **Article 2      Status/ Registration/ Procedure of Transferred/Loan Football players**

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1. The status of professional football player is acquired by signing a contract and registering in the Football Players' Registry Department of the HFF.
2. For someone to be registered as a professional football player he/she has to:
  - a) Have reached the age provided by current legislation and FIFA Regulations.
  - b) Have concluded, in accordance with the existing provisions, a contract for services (contract).
  - c) The contract of a football player who has not completed the eighteenth (18) year of age is co-signed by one of the custodial parents with authenticated signature and the duration of the contract shall not be longer than three (3) years.
3. For the transfer/loan of a professional football player, while his/her contract is still running, the written consent of the FC he/she belongs to is required, as reflected in the request for changes.

## **Article 3      Number of football players per FC**

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1. Every FC is allowed to maintain in its force and use Professional football players who are nationals of Greece or a Member State of the European Union or a Member State of the European Economic Area, in the number it wishes.
2. The FCs of SL1 may have foreign football players are allowed to maintain foreign football players, coming from countries which are not members of the EU/EEA at a maximum of eight (8) from whom up to five (5) may be over twenty-three years (23) old. From those eight (8) every FC may use, per match, up to five (5), without age limitation (that is, up to five foreign football players may be indicated in the Match Sheet). For the period from the start of the summer registration period until

five (5) full days before the first official match for the championship of the new season and, in any case, before August 20th, a FC may maintain in its force foreign football players, exceeding the above limits, being obliged, however, until the above closing date, to declare to HFF **and to the organizing authority of the competing category** the eight (8) foreign football players it wishes to maintain in its force. This declaration (a FC having supernumerary **foreign** players up to 20 August) may be modified once, no later than **15** September. After **15th** of September, the PSC of the HFF will revoke any supernumerary certificates. In case of no declaration, the PSC, shall also revoke supernumerary certificates, with start from the one issued most recently and back and the FC in breach shall be punished by a fine of 5,000.00 Euros. For the 2020-2021 season exceptionally, the declaration of the FCs of SL1 will be submitted no later than 10 September 2020 and any modification no later than 5 October 2020.

3. The FCs of SL2 also, can have up to eight (8) foreign football players, from which up to five (5) can be over twenty-three (23) years old. From these eight (8), up to four (4) foreign football players may appear on the match sheet and play in a match, with no age restriction.
4. The number of registered amateur football players for each FC (in its Academies), should not exceed:
  - A) the four hundred (400) for FCs of SL1
  - b) the three hundred (300) for FCs of SL2
  - c) the two hundred (200) for FCs of FL.

The FCs should not have more than fifty (50) registered football players from 18 to 21 years old at SL1 and more than forty (40) at SL2 and FL.

5. For the amateur football players belonging to a FC, there is a different register in the HFF and there are more specific provisions, regarding the periods of acquisition of the professional status (article 6 of the introductory provisions of the RSTP), regarding the way of release, due to age (article 1 of this Annex), in terms of concluding a professional contract with another FC and regarding the training compensation as provided in Annex D of the Regulation hereof. As to the remainder, the same provisions apply as for rest of the amateurs.

The amateurs of FCs are not the same with the amateurs of the founding clubs of the FCs, for which the same provisions apply as for rest of the amateurs.

**6. To determine the age of football players, their date of birth is considered January 1<sup>st</sup> of their year of birth.**

#### **Article 4 Illegitimate participation**

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The use of a football player or football players, in breach of Article 3 para. 2,3,4 and 5 hereof, consists illegitimate participation, and the sanctions provided for in the FMR apply.

#### **Article 5 Concluding a professional contract by an amateur football player**

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Amateur football players, of any club, are entitled, even without the consent of their club, to enter professional contracts with FCs, (In Greece or abroad) with or without the consent of their team. In this case, the provisions regarding the training compensation shall apply.

#### **Article 6 Sanctions due to participation of Professional Football players in National teams**

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1. FCs are obliged to release their football players to HFF to participate in any kind of matches and training sessions of the National teams. Any agreement between the football player and the club to the contrary is prohibited.
2. Unjustified refusal of the footballers to offer their services to the National Team is punished in accordance with the provisions of the Laws of the Game by a decision of the Disciplinary Committee of HFF by a penalty of exclusion from the official matches of the FC to which the football player belongs, of three (3) match days. In case of repeat offence, the above penalty is doubled.

#### **Article 7 Incompetence of football player**

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1. The incompetence of the football player for more than three (3) months for a one-year contract, for more than four (4) months for a two-year contract, for more than six (6) months for a three-year contract, for more than eight (8) months for a four-year contract and for more than ten (10) months for a five-year contract, consists just cause for the termination of the contract by the FC without the football player being in breach.
2. If the incompetence occurred during a match or training session or service in general by the football player to the FC, the above-mentioned time of incompetence is doubled.
3. For the termination of the contract, without a cause or both parties, because of

incapacity a certifying act by the Health Committee operating within the relevant Professional Association is required permanently operating or recommended ad hoc, in the relevant Professional Association.

4. Such Committee consists of:
  - a) a doctor, appointed by the Athens Medical Association, as president,
  - b) a doctor, appointed by the FC,
  - c) a doctor, appointed by the football player, and it adopts its decision within ten (10) days of the filing of the relevant application.

In case a doctor is not appointed by one side, he/she is appointed by the Board of Directors of the relevant professional association.

## **Article 8      Determination of remuneration of football players**

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1. Subject to the provisions of the following paragraphs, the regular and exceptional benefits of professional football players are determined freely by the contract signed between them and the relevant FC.
2. In any case the minimum limits of the regular monthly remuneration of professional football players cannot be lower than the current, based on the NCLA remunerations of elementary workers, per month.
3.
  - a) Exceptional benefits (bonuses), as well as the specific terms and conditions of their payment, either they are indicated in an explicit provision of the contract of the football player, or they are granted on the basis of a relevant decision of the Board of Directors of the FC, or on the basis of special regulations of the FC, submitted to the organizer.
  - b) In every document (receipt) issued by the FC upon the payment of its football players for any reason, the reason for which the payment is made to the football players is compulsorily indicated.
4. All kinds of expenses for transport, accommodation and food of the professionals during the matches (official or friendly) of the FC, are exclusively borne by the FC.
5. Professional football players are not entitled to additional remuneration for transports and overnight accommodations away.
6. Conscription of Greek football players does not consist just cause for the termination of their contract. Football players are obliged, upon request by the FC, to produce a certification on the fulfillment or not of their military obligations. If the provision of their services to the FC is rendered impossible, their payable regular and exceptional monthly remunerations is reduced by half.
7. The FC is obliged to pay timely and in full social security contributions.

8. FCs or the relevant Professional Association for all its members are obliged to conclude insurance policies for the medical coverage of all football players of every club. Such policies must be signed compulsorily before the start of the season, as provided in article 10A of the RSTP.
9. The Rules of Procedure of the FC issued each year until the 10th of June by a decision of the Board of Directors of the FC, may include sanctions for possible disciplinary offences by the football players. Such penalties are:
  - a) reprimand,
  - b) fines.

In order any of the above sanctions to be imposed, a prior written call of the football player to account **by registered letter or by email, which has been notified to the FC,**

The fine imposed may not exceed 3% of the total corresponding **of annual gross earnings** of the football player throughout a season. Fines up to 15% may be imposed by a decision of the competent Dispute Resolution Chamber.

#### **Article 9      Vacations - Weekly rest of football players Training – Education - Football player's subscriptions**

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1. Professional football players are entitled to annual leave of four (4) weeks at a time determined by the FC according to their obligations related to matches. During leave, regular remuneration as well as vacation pay are paid to the football player.
2. Leave according to the previous paragraph, must be continuous for at least two (2) weeks. In case the FC wants to call back the football player during his leave, it is obliged to pay him the expenses of his movement and to grant him days of leave equal to the suspension time.
3. FC must grant to its football players weekly rest of 24 continuous hours, at a time available according to the obligations related to matches of the club.
4. Each year, before the start of the season, three (3) leaders of the club are elected among the professional football players in each FC.
5. Also, FCs with the cooperation of **PSAPP** are obliged to organize, periodically, speeches aiming to educate football players as regards to their rights and obligations arising from these regulations and any other relevant provision of the legislation in force.
6. Also training seminars of the football players must be organized by the relevant professional Association based on a plan established by it.

FCs are obliged to make available all football players for such purpose.

7. **PSAPP** organizes the annual football players festival. During that day matches between FCs and training sessions are not allowed. The same applies during the day that the **PSAPP** convenes an ordinary or extraordinary General Meeting of its members (day of week Monday).
8. FCs shall compulsorily withhold, on behalf of **PSAPP**, and reimburse to it, the annual subscriptions of football players - members of it, at the latest until October 30th of each season.

In case a FC does not reimburse such subscriptions, they are withheld from the revenue of the FC by the relevant professional Association and reimbursed to **PSAPP**.

## **Article 10      Establishment of Fund**

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By a decision of the Executive Committee of HFF, a special fund is created for the payment of any kind of football players compensation, based on their current contracts or decisions of judicial bodies in case the responsible FC can not satisfy such claims. The resources and procedure followed in such cases shall be established by special Regulations.

## **Article 11      Final Provisions**

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1. The contracts of professional football players belonging to FCs downgraded to an amateur category are automatically terminated and the football players are released as soon as the scoreboard of the championship is validated. By a decision of the PSC, the football players may be released, upon their application, before the validation of the scoreboard of the championship and in any case right after the end of the league.
2. Football players maintain in full their claims arising from their contracts against the downgraded FC until the end of the season (June 30th), during which it was downgraded.
3. Amateur training football players of FCs downgraded to an amateur category, are transferred, and become part of the force of the amateur club.
4. The terms set out and included in the Model Contracts 1, 2, 3 and 4, which are attached in the Annex F, are integrated herein and consist mandatory provisions of it.

By a circular issued by HFF, the requirements and the obligations of clubs as regards



to tax and social insurance certificates and the fulfillment of their obligations concerning them, such as, for example, payment of employment taxes and insurance periodical declarations for professional football players, shall be set out.

The present regulation was amended, codified, and approved by the decision **27/2022** of the Executive Committee of the HFF, **on the 29th of June 2022** and enters into force **from the 1st of July 2022**.

**Athens, June 29<sup>th</sup>, 2022**

**THE PRESIDENT**

**THE EXECUTIVE SECRETARY**

**PANAGIOTIS BALTAKOS**

**IAKOVOS FILIPPOUSIS**

# HELLENIC FOOTBALL FEDERATION



## **Annex B** **Implementing Provisions of Regulations for** **Amateur Football Players**

**JUNE 2022**

## Article 1 Acquisition of status - Number of football players

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1. The status of amateur football player is acquired by the issue by HFF of a football player's individual Athlete's Certificate. The signing of a private agreement between a club and an amateur football player as regards to the payment of any remuneration to the latter for the provision of his services as football player is not allowed.  
  
If permitted by the relevant legislation, the amateur clubs can sign "private partnership agreements" with foreign amateur football players, between the club and the amateur player, which provide that the club covers the player's travel and / or subsistence expenses, insurance and / or anything else required by law, so that a sports visa **from the Greek Government** is granted to the player. For season 2020-2021 the number of private partnership agreements is specified as follows: up to three (3) for the 3rd National Division and for the 1st and 2nd National Women's Division and up to two (2) for the local championships of the Associations of Football Clubs and may be changed by decision of the Executive Committee of the HFF before the start of each season.
2. It is possible to sign a private agreement between a team (FC or Association) & an amateur football player or with a custodial parent, if the player is a minor (with authentication of signature of the parties), so that the team can cover the expenses of the football player (e.g. traveling, accommodation, meals, etc.), either by the payment of these expenses by the team to third parties, or by the granting of a small amount of money on a regular or non-regular basis by the team to the player. The non-observance of the agreement by the team stands as a reason for release of the football player upon his/her request before the PSC. The submission of these private agreements to the Football Players' Registry Department of the HFF is mandatory. This provision also applies to female amateur football players, who compete in the national women's football championships. If these championships become professional, the provisions mentioned in the FIFA Circular no.1749 will apply (attachment no. 3, RSTP FIFA, February 2021 edition).
3. Each club may maintain a men's division or a women's division, or both, however, it is not allowed to maintain in the force of each division more than two hundred (200) football players, of which at least forty (40) are under eighteen (18) years old.
4. The founding clubs of the active FCs, given that they participate at least in two

(2) youth leagues of the Unions, they may have up to one hundred (100) amateur football players. For these football players apply the same as with the rest amateur players. Exceptionally, they can compete with the academy **besides with** teams of the FCs linked with the founding clubs. **This provision takes precedence over any opposition that may be provided for in announcements of AFC infrastructure championships.**

5. Football players belonging to clubs who may not participate in matches of the relevant Championship due to age limit, may be released upon their application to the Football Players' Status Committee of HFF throughout the year.
6.
  - a) Each club may maintain in its force foreign football players up to the age of 18 years, without numerical limitation under the conditions of par. 2 of this article.
  - b) Each club may maintain in its force up to eight (8) foreign football players above 18. The club may release foreign football players which are more than eight (8), above 18, who fall under the category of this passage, upon reaching maturity, immediately after the eighteenth (18) birthday of the foreign football player it wishes to release, by an application to the Football Players' Status Committee. The large number of foreign players who become adults during the season may remain in the team until the end of the season, with the right to participate in official matches.
  - c) The allowed number of eight (8) foreign players includes
    - those who have concluded private partnership agreements in accordance with paragraph 1 of the present article (up to three (3) for the 3rd National Division and for the 1st and 2nd National Women's Division and up to two (2) for the local championships of the Associations of Football Clubs). The aforementioned agreements, with the authenticated signature of the parties, **are sent with a courier company and mandatory** must be submitted to the **in the Football Players Registry Department** of HFF in four (4) original copies in Greek and in two (2) in one of the four official languages of FIFA (English, French, German, Spanish), **accompanied by the official transfer letter of the club concerned, a certified copy of the footballer's passport and** accompanied by the proof of payment of the relevant fee to the Association of Football Clubs concerned, the amount of which is determined by EC/ HFF decision, and then **after being** validated by from **the Football Players Registry Department** of HFF, issuing the required certificate for the region **and sent to the concerned union for submission to the relevant government agency.**

- those who have concluded private partnership agreements in accordance with paragraph 6b of article 8 of annex C hereof, for the change of amateur football player / refugee (up to three (3)).

7. Citizens of Member States of the European Union and the European Economic Area are community citizens and not foreigners.

## **Article 2 Sport's Certificate of Amateur football player**

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1. From 1/7/2021, all Athlete's Certificates (A.C.) for amateurs, either FCs or Associations, will be of a certain period, with a minimum duration of one (1) year and a maximum of five (5) years. Exceptionally, only the first registration of a minor football player can be of a certain period, with a minimum duration of one (1) year and a maximum of seven (7) years. In any case, the expiration of the A.C. shall be the end of each season. All associations are obliged to replace all A.C. **if they haven't already**, with the new certificate (reissue) for the football players, who already belong to their force, no later than 30/06/2022. The duration of all existing certificates that will be replaced / reissued and are not already classified as certificates of a certain period of previous years, will mandatorily expire on 30/6/2024. From 1/7/2024 onwards, the period of validity of the A.C. can be agreed between the parties freely, within the above-mentioned time limits.

2. Football players who's old A.C. are not replaced, remain in the force of the association until 30-6-2024, will not be entitled to participate in official matches of organized football and any participation will be considered as illegal, after the submission of the relevant objection (article 23, Laws of the Game). **The footballers whose SQB old type is not replaced/reissued, after 30/06/2024 they automatically become free.**

## **Article 3 First registration - Conditions**

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1. For the first registration of a football player in the registers of HFF, the following substantial conditions must be fulfilled:
  - a) The football player having reached his tenth (10) year of age until the 31<sup>st</sup> of December of the previous year of the year of submission of the football player application for changes.
  - b) For the first registration, as well as in any other case of re-registration,

transfer, etc. of a football player not having reached his eighteenth (18) year of age, upon the time of submission of application for the issue of football player's individual sport's certificate, the positive opinion of one of the persons having parental responsibility is required, which is certified by his/her signature at the prescribed position of the football player application for changes, legally authenticated, in each case.

2. The temporary certificate for ages from seven (7) to ten (10) years of age is repealed. Football players from seven (7) to ten (10) years of age may lodge an application for the issue of a participation certification to the relevant Association of Football Clubs (AFC).

#### **Article 4 First registration of foreign amateur football players**

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1. The registration of foreign football players with a club of any category is allowed, if they are legal residents of Greece themselves or those having their parental responsibility, and meet the further conditions provided in other articles of the present, apart from par. 1 of article 1 of the present annex.
2. A football player that submits a false declaration shall be sanctioned by the sanction provided for in Article 13 Par. C of annex C of the present regulation.

#### **Article 5 Transfer condition**

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1. For the **domestic** transfer of an amateur football player to a club (amateur club) the consent of the club (amateur club) to which the football player belongs is required. Private agreements providing transfer or release agreements among clubs and football players are not considered.
2. For the transfer of a foreign football player, proof of legal residence is required further conditions provided in other articles of the present are fulfilled.
3. For the transfer of a football player from a club abroad to a Greek club, an international registration certificate is required.

#### **Article 6 Special provisions for transfers abroad**

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1. In case an international transfer certificate of a football player is required, such football player may not play, until the requested certificate of the foreign Federation or the approval of FIFA of the temporary registration of the football player is submitted to HFF.

2. If a respond to the request for an ITC is not submitted to HFF within fifteen (15) days from the date requested, then, the competent FIFA committee allows the issuance of a temporary certificate, transmitted electronically by FIFA ITMS, making possible the participation of the football player in the matches in favor of the applicant club for the issue of the Certificate. Temporary certificate becomes final after a year from the date HFF submitted its request to the foreign Federation.
3. An amateur football player may be registered to a club of a foreign federation without the consent of the domestic club, in which he belongs to. If he returns before the completion of one year from his above transfer, he shall be able to be transferred by the international transfer procedure, only to the domestic club from which he has been transferred.

## **Article 7      Transfer for a certain period of time by the obligation to return**

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1. **A.** The transfer for a certain period is allowed, but the player is obliged to return. The transfer will be accompanied by a private agreement, signed by both teams and the football player, and it will provide that the player will be registered again after the end of the transfer period to the team that originally belonged. The private agreement will be submitted to the HFF, along with the request for changes for the transfer **and all the other documents provided for by this regulation through the ESSM/DTMS of the HFF from the relevant AFC. If the footballer is a minor, the private agreement is signed by the legal guardian, with the obligation to validate the original of his signature.**
- B.** For the early termination of the transfer a certain time is required **the conclusion of a new private agreement signed by the two teams and the football player, is submitted to the Football Players Registry Department by the relevant AFC via electronic mail. The early termination procedure must be carried out within the prescribed post-registration periods.**
2. Each team has the right, within the period provided in Article 6 of the introductory provisions hereof, to give to different teams and to acquire from different teams up to eight (8) amateur football players, with a transfer for a certain period with the obligation to return, **for a maximum of two (2) seasons**, pursuant to the following restrictions:
  - a. It is prohibited to give to the same team and to acquire from the same team more

than three (3) amateur football players with a transfer for a certain period with the obligation to return.

- b. It is prohibited to move an amateur football player with a transfer for a certain period with the obligation to return for more than two (2) transfer windows.
- c. An amateur football player may not be moved with a transfer for a certain period with the obligation to return, if he/she is more than twenty-one (21) years old.

## **Article 8      Exceptional cases of release**

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Amateur football players may be released by the clubs to which they belong under the following conditions:

1. By the lodging of an application for changes by the football player to HFF through the relevant AFC, duly filled in, signed, and sealed according to the instructions indicated in the form. Such application shall be lodged only through the AFC to which the club releasing the football player belongs.

The lodging of the application for the release of the football player is made during the period throughout the whole year. Such releases concern exclusively football players belonging to the force of the club until the start of the registration period of each football season.

2. An amateur football player who demonstrably hasn't been used in official matches for two (2) continuous entire football seasons or for two (2) whole years, may be released throughout the whole year upon his application by a decision of the Football Players' Status Committee of HFF.

This provision concerns exclusively football players, who are entitled to play in the men's team of their club

Time of sanctions, and/or military service and injury depending on the requirements, in accordance with the above, extends the period needed to be free.

3. By an application to the Football Players' Status Committee of HFF, clubs may release football players throughout the whole year, under the condition that the force of the club exceeds eighty 80 football players.

Such releases concern exclusively football players who belonged to the force of the club until the start of the registration period of each football season.

4. a) Football players who demonstratively move due to registration or transfer to Higher Education Institutions and Technological Education Institutions, changing schools, getting married or entering into a partnership, appointment or transfer to a post of the state, of legal persons governed by



public law or other public utilities bodies and banks or demonstrated employment for a period of at least (6) months to their new permanent residence or one of the persons having their parental responsibility, may re-register temporarily with a club of the AFC of their new permanent residence, upon their application.

The work during the periods of time is proven by any legal means.

- b) In any case and meeting the conditions, it is allowed to apply for temporary transfer or release and re-registration for islands, regardless the distance between them or the distance from the mainland, if the transportation of players is proven difficult, either due to geographical conditions, or due to lack of regular or direct maritime transport.

In cases a and b of the present paragraph, the transfer or release request is always lodged throughout the year by the football player to the competent Football Players' Status Committee of HFF ... throughout the whole year, while the re-registration request is submitted always during the provided re-registration period.

- c) In case of re-establishment of such football players, given that the reasons for the temporary movement were absent in the region of the AFC of the club from which they requested to be released temporarily, they are obliged, themselves or the individual having their parental responsibility to request their re-registration in the force of the club from which they moved temporarily, either by lodging to the competent AFC an application for transfer changes, during the prescribed registration period.

The above-mentioned football players are not entitled to re-register or transfer to any other association of a regional unit other than the one temporarily registered, without the consent of the club from which they were temporarily released.

The temporary release becomes permanent, and the released players do not have the above obligations, after the lapse of three (3) years from the day of the temporary release.

- d) a football player who was temporarily released in accordance with the way, is not entitled within a three-year period to request again for temporary release for the same reasons (of the cases a) and b)), unless the Football Players' Status Committee decides otherwise upon his request.

- 5. Football players belonging to clubs which do not apply to participate in the relevant championship, or withdraw, or are expelled from it, may, within thirty (30) days from the expiry of the time limit for the above application, or withdrawal, or

exclusion, be released temporarily by their application (which may be a group request if it concerns more than five persons) to the Football Players' Status Committee of HFF and the certification by the relevant association, in order to be registered for this season, with the club they wish, excluding the clubs of other Federation. The request for temporary release and the request for new registration to another club **must be submitted within the prescribed dates for amateur re-registrations**. Upon the expiry of the season the football player is entered automatically in the club from which he was temporarily released, within the same regional unit, re-registration or transfer is allowed.

6. Amateur football player who (has not a certificate of a certain period and) is 23 years old and during the five (5) previous consequent seasons he belongs to the same club, is entitled to request his release by his application to the competent Football Players' Status Committee of HFF submitted throughout the year.
7. Football players the club of whom didn't come to play for (2) consequent seasons in local Championships or withdrew from the championship in which he participated for any reason, in amateur championships may register during the re-registration period as free football players with another club, submitting, in addition to other documents, a certification of the relevant association which certifies that the club didn't play during such seasons in the local championship.

## **Article 9      Method of lodging the application for changes of football player**

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1. The lodging of the application for changes of football player is made to HFF, through the relevant AFC, as specifically provided for in Annex C of these Regulations.
2. In case of lodging of multiple applications by clubs of different associations two or more teams for the same football player, the date of registration with the protocol of the first application shall be considered for the award of the football player.
3. The football player's individual sport's certificate shall be issued by the competent committee of HFF – or by the Register Division of HFF upon authorization- according to the time series of registration with the protocol of the applications for changes of football player by the competent AFC and according to the time series of delivery to HFF through the computer.
4. Football players or clubs having submitted to the competent football authority applications for first registration, re-registration, transfer, letter of undertaking and release, shall not be entitled to revoke them for any reason.

5. Football players the application for changes of whom were rejected, without their fault or the fault of their club, as late, due to the non-dispatch in the lawful time limit of the necessary documents by the relevant AFC to HFF, may appeal themselves before the competent bodies (Football Players' Status Committee). If their appeal is accepted, the paid amounts for the procedure (fees, charges, etc.) shall be charged to the relevant AFC.

## **Article 10 Special provisions - Sanctions - Compensation**

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1. Amateur football players during a season, may register only with three (3), at maximum, clubs and competing in official matches, only with two (2) teams, in accordance with the provision of article 5, par. 4 of the introductory provisions of the RSTP.
2. It is prohibited for an amateur football player who is banned from competing, to be transferred to a different team, to execute his sanction and then return to its original club. In case that he does so, an additional ban of four (4) matches is imposed to him by the Disciplinary Committee of the relevant Union.
3. Amateur football player who signs more than one application for first registration transfer or re-registration in favor of different clubs within the same period of registration or transfer, shall be sanctioned, following a previous call to account by PSC, by an exclusion of (1) year from every match, the service of which starts from the date of delivery (registration with the protocol) to the relevant AFC of the second of the above applications.
4. The club to which the sanctioned football player belongs according to the previous paragraph shall be liable for any non-eligible participation of the football player in its matches from the day of notification to it of the sanction imposed to him.
5. A club, which within the same registration period, granted two (2) applications for changes to the same football player (according to paragraph 2), shall be sanctioned by PSC by the deduction of ten (10) points from the Championship it participates for the year of committing such Disciplinary misconduct or for the next one, while the football player, on the one hand, shall be awarded in favor of the club lodging first the application according to time series, on the other hand, he shall be sanctioned by PSC by the sanction of exclusion for one (1) year from every official match.

Breaches of paragraphs 3,4 and 5 hereof shall be considered on a case-by-case basis by the Status and Transfer of Football Players. For the time of start of service of the penalty, those established in paragraphs 1 and 2 of this article shall

apply.

6. The registration or transfer of an amateur football player with a FC as professional is made freely without required the consent of the club to which the professional belongs apart from article 8, par. 2 of Annex A of the RSTP. The previous team of teams are entitled to a training compensation, which is calculated and paid in accordance with the provisions of Annex D of the present.
7. For the transfer of an amateur football player, a compensation may be paid by the club (amateur club) acquiring the football player to the club (amateur club) to which the football player belonged to, under the condition that the amount paid comes from donations of members and friends of the club, which must be recorded in the kept Treasury book of the club.
8. The deletion of an amateur football player, holder of a football player's status sport's certificate from the registers of PSC shall be made by a decision of its competent body, for the following reasons:
  - a) Due to disciplinary sanction (deletion) by the competent body.
  - b) Due to deprivation of football fan capacity of the football player. In case sanctions or deprivations are revoked, the football player upon his request to the PSC, returns at the same club.
  - c) Due to passing of 30 months from the last official match for his club, upon his request.
9. For all changes of football players (registrations, transfers, releases, etc.) only the forms issued by HFF are valid as official. The fee for the disposal of such forms shall be set out by a decision of the Executive Committee of HFF.  
For every lodging of an application for changes of football player a fee established by the Executive Committee or at the HFF shall be paid to the Treasury of the relevant AFC and allocated according to the same decision to individual beneficiaries.
8. Amateur football players of clubs of the 3rd National Amateur Division promoting in the immediately higher professional category, who have not reached their twenty first (21) year of age shall be transferred and are part of the amateurs of the newly established FC, unless the FC registers them as professionals.
9. Amateur football players of clubs of the 3rd National Amateur Division promoting in the immediately higher professional category, who have completed their twenty first (21) year of age: a) if they are offered a professional contract, they have to remain in the newly-established FC and become professionals; b) if they are not offered a professional contract, become free after the thirty (30) days from the

beginning of the summer transfer window.

10. Any football player servicing a sanction for the disciplinary offences of Articles 17, 18, 19, 20 and 20A of the Disciplinary Code and throughout the duration of the sanction, shall not be entitled to register or transfer with another club.
11. Amateur football players, of 3rd National Amateur Category teams who are promoted to the immediately higher professional category, who have completed their twenty-first (21) year of age: a) if they are offered a professional contract, they must remain in the newly established FC and become professionals, b) if they are not offered a professional contract, they automatically become free after the lapse of thirty (30) days from the start of the summer post-registration period **for FCs.**
12. Any football player serving a penalty for the disciplinary offenses of articles 17, 18, 19 and 20, 20A of the Disciplinary Code and for as long as the penalty lasts, is not entitled to registration or transfer to another team.
13. Clubs having arrears for any reason to authorities they are subject to (Associations – HFF) may not acquire, release and grant football players in any way.

## **Article 11      Competent Judicial Bodies**

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Competent judicial body to adjudicate on all disputes and impose sanctions arising from the enforcement of these Regulations, is at first instance the Football Players' Status – Transfer Committee unless otherwise specified in the provisions of the present, and at second instance the Court of Arbitration for Football.

## **Article 12      Loss of status of amateur football player**

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For the deletion of an amateur football player, an application by the football player to the Football Players' Status Committee is required, with an authentication of his signature by a public authority.

In such case the football player shall not be entitled to request again the issue of individual information of football player, prior to five years from the date he lost the status of amateur football player.

The persons who are obliged to lose the status of amateur football player (according to other regulations and Statutes of HFF) to acquire another status in the field of organized football, which is not compatible to the above, must apply for deletion.

## **Article 13      Operating charge- Fee**

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Necessary condition for the lodging of any application – complaint – appeal to the Football Players' Status Committee, otherwise they shall be considered inadmissible, is the payment of a fee, that is an operating charge of the Committee, which shall not be reimbursed upon the adoption of a decision in favor of the applicant. The amount of the fee, for every case, is defined (and adjusted) according to every decision of the Executive Committee of HFF from time to time.

The present regulation was amended, codified, and approved by the decision **27/2022** of the Executive Committee of the HFF, **on the 29th of June 2022** and enters into force **from the 1st of July 2022**.

**Athens, June 29<sup>th</sup>, 2022**

**THE PRESIDENT**

**THE EXECUTIVE SECRETARY**

**PANAGIOTIS BALTAKOS**

**IAKOVOS FILIPPOUSIS**

# HELLENIC FOOTBALL FEDERATION



## Annex C

**Provisions for the issue of certificates for professional and amateur football players**

**JUNE 2022**

## **Article 1      Football player's Individual Information Certificate**

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1. HFF is obliged to deliver to the club, in which the professional football player is registered, the Sporting Status Certificate **in accordance with the provisions herein**. In addition, it keeps and delivers upon request by the party concerned an Individual Information Certificate (IIC) of football player, which contains the relevant information for the football player.
2. In the Individual Information Certificate, at least the following details shall be included:
  - a) full name and date of birth of the football player,
  - b) name of club (or clubs), category and period of registration of football player from his tenth (10) birthday.
3. The entry of a football player in the Personal Information Sheet is made after he becomes ten years old, for the team that he belongs to or is registered, during the season that follows its completion.

## **Article 2      International Transfer Certificate (ITC)**

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1. Football players registered at a foreign federation, may be registered or transferred in Greece, only if HFF has received an International Transfer Certificate (ITC) through ITMS department of FIFA and it is issued free of charge. The issue of ITC may not be requested in order a football player to participate in testing matches.
2. For football players below twelve (12) no ITC is required.
3. HFF, before a request for an ITC, regarding any international transfer of a foreign minor football player shall be obliged to lodge a request for approval by the sub-committee appointed by the Players' Status Committee of FIFA.
4. Upon the expiry of the duration of loan or upon the termination of the contract, the football player returns to the previous club through the procedure provided in the ITMS of FIFA, unless the player acquisition agreement provided in the loan agreement is activated.

## **Article 3      Application for registration – Transfer of professional football player**

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1. For the registration of a football player, as professional, the timely submission of the following supporting documents to HFF is required, in accordance with the



article 11 of the present annex according to the time limits set out as appropriate.

- a) Application for changes of the football player duly filled in together with two photographs, the one of which is affixed on the application and sealed by the FC.
  - b) Copy of the two sides of the national identity card or passport of the football player and if such does not exist, certification for the submission of issuing the Identity Card.
  - c) A certified copy of the contract shall be sent by the relevant professional Association to the HFF according to those set out in Articles 5 and 6 of this Annex
  - d) Certifications with an original cover sheet from the FC showing that the FC wishing to acquire the football player has no tax or social security arrears, no arrears to HFF – relevant Association – **PSAPP** (original forms) and Solemn declaration by the legal representative of the FC that it has no arrears to football players and coaches (original forms). In case of promotion or relegation of a FC, the certificate of non-debt to a Professional Association will apply to both associations.
  - e) Presentation of the provided fee that is required for the change
  - f) For the football player who has not reached eighteen (18), the condition of Article 5 par. 1 c of Annex A is also necessary the co-signing of his/her contract by one of the custodial parents with authenticated signature, and subject to the terms of compliance with the provisions on the protection of minor football players.
  - g) Statement of consent for the processing of personal data (GDPR).
2. For the transfer of a professional football player to an FC, the timely submission of the following documents to HFF is required, in accordance with the article 11 of the present annex according to the time limits set out as appropriate.
- a) application for changes of the football player duly filled in together with two photographs, the one of which is affixed on the application and sealed by the FC.
  - b) A certified by the relevant professional Association copy of the contract shall be sent to HFF according to those set out in Articles 5 and 6 of this Annex.
  - c) Original private transfer agreement of the footballer signed by the two FCs and the footballer, which refers to the financial exchanges and more specific terms of the transfer.

- d) Certificates with an original cover sheet from the FC, from which it appears that the FC wishing to acquire the football player holds a tax and social security clearance form and does not owe to the HFF- relevant professional association - **PSAPP** (original) and a Self-Declaration Document of the legal representative of the FC stating that there are no debts to football players and coaches (original). In case of promotion or relegation of a FC, the certificate of non-debt to a Professional Association will apply to both associations.
  - e) Presentation of the provided fee that is required for the change.
  - f) For the football player who has not reached eighteen (18), the condition of Article 5 par. 1 c of Annex A is also necessary the co-signing of his/her contract by one of the custodial parents with authenticated signature, and subject to the terms of compliance with the provisions on the protection of minor football players.
  - g) Statement of consent for the processing of personal data (GDPR).
3. For the modification-renewal of the contract of a professional football player, during the transfer windows, which concerns the duration of the contract, the submission of the supporting documents is also required, in addition to the payment of the set fee.

#### **Article 4 Application for registration – Transfer of professional football player (Foreigner)**

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For the registration or transfer to a FC of professional foreign football players, the following supporting documents must be submitted to the HFF in time, in accordance with the article 11 of the present annex and in accordance with the deadlines set on a case-by-case basis:

- a) application for changes of the football player duly filled in together with two photographs, the one of which is affixed on the application and sealed by the FC.
- b) A certified copy of the contract shall be sent by the relevant professional Association to HFF according to those set out in Articles 5 and 6 of this Annex.
- c) Original Private agreement regarding the transfer of the football player, signed by both FCs and the player, stating the financial considerations and the

- specific terms of the transfer (in case of domestic transfer).
- d) International Transfer Certificate by the foreign Federation related to his international transfer, submitted to HFF. Until such certificate is received by the HFF, the issue of the relevant status certificate is prohibited, as well as the football player playing in official matches. Any communication of the consent of the foreign federation by telegraph or otherwise shall not be considered.
  - e) Certificates with an original cover sheet from the FC, from which it appears that the FC wishing to acquire the football player holds a tax and social security clearance form and does not owe to the HFF- relevant professional association - **PSAPP** (original) and a Self-Declaration Document of the legal representative of the FC stating that there are no debts to football players and coaches (original). In case of promotion or relegation of a FC, the certificate of non-debt to a Professional Association will apply to both previous and next association (both associations).
  - f) Presentation of the provided fee that is required for the change.
  - g) FCs are obliged to ensure and have at their disposal the residence permit of foreigner in Greece, issued by the competent state service or certification for the lodging of an application for a residence permit, as well as any equivalent document granting the right of residence at the time of registration.
  - h) copy of passport lawfully validated
  - i) For the football player who has not reached eighteen (18), the condition of Article 5 par. 1 c of Annex A is also necessary the co-signing of his/her contract by one of the custodial parents with authenticated signature, and subject to the terms of compliance with the provisions on the protection of minor football players.
  - j) Statement of consent for the processing of personal data (GDPR).
  - k) Accordingly, paragraph 3 of article 3 of the present applies.

## **Article 5      Content of contract**

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1. Football players' s contracts shall be signed in a special form issued by the relevant professional Association, whose content must be the same with the draft contract attached as Model 1 to these regulations (and of the Amendment as Template 3).

2. Football players loan contracts shall be signed in a special form issued by the relevant professional Association before the 1<sup>st</sup> Registration period of each year. They must be identical to the draft contract attached as Model 2 to these regulations (and of the Amendment as Template 4).
3. The above-mentioned forms of Model Contracts (1 and 2) shall be translated in the four (4) official languages of FIFA, that is English – French – Spanish and German. Foreign football players shall sign together with the Greek form, a contract in one of the above languages, whichever they wish, in the same number of copies, which shall be attached to each copy of the Greek contract. In case of discrepancy of the added terms by the two parties, the contract in Greek shall prevail and considered as authentic.

## **Article 6      Contract type - Control by the Organizer**

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1. The contract between the FC and the football player shall be prepared in five (5) copies in a special form provided by the relevant professional Association and shall be submitted to it for control, under the responsibility of the FC, at the latest seven (7) days from its signing. Upon the execution of the contract, the football player shall receive one of the copies. Exceptionally, for international transfers of professional football players, the submission and ratification of the contract by the organizing authority is allowed before the start of the transfer window defined by article 6 (introductory provisions), provided that the contract will enter into force the first (1<sup>st</sup>) day of that transfer window.
2. The relevant professional Association within five (5) days from the receipt of the contract, controls the legality of its terms and files it. This control does not extend to whether the agreed salary meets the requirements of labor law or if another contract has been signed. If during control a legal fault is found or non-indication of all mandatory details of the contracting parties or of any other term specified by special provisions, the contract is promptly returned to the relevant FC, which is obliged within five (5) days from its receipt to make any necessary corrections or additions together with the football player and to submit it again for control. After the final control of the contract from the other four (4) official-certified copies, one (1) is recorded by the relevant Professional Association shall send one (1) certified copy to HFF (unless the football player is a foreigner, in which case two (2) certified copies are required), one (1) certified copy to the FC and one (1) to **PSAPP**. The contract shall be sent to HFF within a time limit of 7 days.

3. a) Amendments of the terms of the contract shall be made by the contracting parties, under the same conditions and in the same number of copies required for contracts, at any time within the contractual duration and shall be evidenced, otherwise they shall be void, by a document of certain date signed by the football player concerned and the FC. The authenticated signature, of the football player at least, is obligatory, under penalty of inadmissibility. Such copies are submitted under the responsibility of the FC for control and archiving, to the relevant professional Association within seven (7) days. The relevant Association, after the control of the amendment contract and its archiving, shall send one (1) certified copy to HFF to the same recipients mentioned in the previous paragraph.
- b) Terminations in writing of the contracts by mutual – common agreement of the parties shall be made, under the same conditions required for contracts, at any time within the contractual duration and shall be evidenced, otherwise they shall be void, by a document of certain date signed by the football player concerned and the FC. The authentication of signature of at least the football player is mandatory, otherwise they shall be inadmissible. The lodging of application to the competent Committee of the HFF for the termination of contract, must be carried out within five (5) days from the day that the relevant documents were signed. The time limit of five (5) days is mandatory.
- c) Especially for the written terminations of contracts, with mutual - joint - agreement between foreign football players and FCs, it is required, under penalty of inadmissibility of the procedure, the signing of a written agreement by both parties and by a representative of the player, either attorney, or official intermediary. The document of the agreement will be translated at least in one of the four official languages of FIFA, and it will be signed by the football player and his legal representative, with the authenticated signature of the parties. In exceptional cases where it is not objectively possible to draw up a written agreement bearing the signatures of the parties and the player's representative, relevant self-declaration documents shall be accepted, in its discretion. Similarly, the content of the Self-Declaration Documents will be translated at least in one of the four official languages of FIFA, and it will be verified/signed by the football player and his/her legal representative, with the authenticated signature of the parties.

4. Mediators involved in the negotiations for the conclusion of a contract, must co-sign the contract
5. Any contractual amendment and additional agreement, providing benefits beyond those mentioned in the contract of the football player, must be submitted to the organizing authority and the HFF. The relevant decision-making body has discretion to take account of any contractual amendments that has not been duly submitted to it, applying at the same time the deductions provided by the HFF's Statute.

## **Article 7      First registration of amateur football players- Supporting documents**

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1. For the first registration of a football player in the amateur football players register of HFF, the submission to HFF through the relevant AFC of the following documents is required, according to the time limits set out as appropriate in the articles of Annex B, otherwise the application shall be rejected as inadmissible:
  - a) Application for changes of the football player, duly filled in, signed and sealed, according to the instructions indicated in the form.
  - b) Two (2) recent photographs of the football player, from which one (1) shall be affixed on the application and sealed by the club with which the football player is registered and the other shall be delivered to the relevant AFC for the issue of the individual certificate of football player.
  - c) Copy of the two (2) sides of the national identity card of the football player and if there is no identity card, photocopy of the certification for the submission of supporting documents for the issue of identity card by the relevant police authority. In case the previous supporting documents do not exist, a recent certificate of identification shall be submitted for minors up to 12 years of age, for whom the issue of identity card is not obligatory.
  - d) Annual Athlete's Health Card which proves that the football player was examined and found healthy and capable to play the sport of federal football. For every new change of the football player, a certified copy of the (annual) valid Athlete's Health Card will be submitted.
  - e) For the football player who has not reached eighteen (18), the condition of Article 3 par. 1 b of Annex B is also necessary and subject to the terms of compliance with the provisions on the protection of minor football players.
  - f) Declaration of consent to processing personal information (GDPR).

2. Furthermore, HFF, according to the provisions of FMR for Professional and Amateur Championships, requires additional supporting documents for playing in matches.

**Article 8      First registration of nationals of Member States of the  
European Union and foreign amateur football players   -  
Supporting documents**

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1. The registration of foreign football players with a club of any category is allowed if they are legal residents of Greece themselves or those having their parental responsibility. For their registration, in addition to the registration supporting documents of the previous article, the following supporting documents shall be submitted to the HFF, through the relevant AFC necessarily, according to the time limits set out, as appropriate, in articles of Annex B:
  - a) Copy of residence permit of foreigner in Greece or certification for the lodging of an application for a residence permit, as well as any equivalent document granting the right of residence at the time of registration.
  - b) Health record card of a public insurance institution if the football player or the person having parental responsibility works or is engaged in an occupation in Greece or European Health Insurance Card or other equivalent EU document, in case of moving from a country of the EU or private insurance certification in the cases it is provided for by immigration laws and at least for the amount and insurance categories as they result from the provisions in force from time to time.
  - c) Attendance certificate by an Education Institution if the football player studies in Greece.
  - d) Certificate by the competent Authority of the State of which he is citizen, together with its official translation (if it has not been prepared in English or Latin), which shows all identity details of the football player which are required for his registration, that is, Full name, father's name and mother's name, date and place of birth, nationality, and citizenship.
  - e) Health certificate by a Greek public hospital institution certifying that the citizen of third country doesn't suffer from a disease, which, according to international facts and WHO, may be dangerous for public health.
  - f) Certificate of the competent Authority of the State of which he is a citizen, with an official translation thereof (unless it has been written in English or

printed in Latin characters), from which all the identification data of the football player that are necessary for his registration, ie, Name, father's and mother's name, date and place of birth, nationality and nationality.

- g) An annual Athlete's Health Card, which proves that the football player was examined and found healthy and competent to compete in the sport of football. For every new change of the football player, a certified copy of the (annual) valid Athlete's Health Card will be submitted.
- h) copy of passport lawfully validated.
- i) In any case, the validity period of the residence permit must be indicated in the special fields of entry into force – expiry of the individual information certificate of the football player or the photocopy of passport.
- j) Declaration of consent to processing personal information (GDPR).

All aforementioned documents must be submitted lawfully validated, while validation by a lawyer is also allowed.

2. HFF may request any other document by an official Authority of the State of which the said football player is citizen or by Greek Authorities to confirm the nationality and details of the football player.
3. The registration of citizens of Member States of the European Union is allowed, under the condition that a validated copy of their passport or identity card issued by the Member State, their EU Member State citizen card and their birth certificate is submitted.
4. Football players of this article under twelve (12), must submit, together with the other supporting documents, a solemn statement from one of the custodial parents, duly certified by a public authority, by which they certify that they don't belong, nor did they belong to a foreign club.
5. A football player that submits a false declaration shall be sanctioned by the sanction provided for in Article 13 of the present Annex.
6.
  - a. For the first registration of refugees the decisions and circulars of FIFA apply. In exceptional cases and especially for beneficiaries of international protection, the PSC, upon request of the interested party and by examining each case individually, may issue a sports certificate, after the submission of other documents, as a proof of the identity of the player, in addition to those provided in par.1d and in par.1f of the present article. For the minor refugees' additional criteria apply, as provided by FIFA.
  - b. Any change concerning the football players of the above paragraph (first registration, transfer, re-registration, etc.) will be accompanied by a "private



partnership agreement" between the club and an amateur football player, with the authenticated signature of the parties, in accordance to article 1, par. 2 of annex B hereof The above agreement must be submitted to the relevant Association of Football Clubs (EPS) in two (2) original copies in Greek and in one (1) in one of the four official languages of FIFA (English, French, German, Spanish), a total of three (3) agreements ratified by the Association of Football Clubs (EPS), accompanied by the proof of payment to the of the relevant fee to the Association of Football Clubs (EPS). The amount of the fee is determined by decision of the Executive Committee of the HFF. Each association cannot maintain into its force more than three (3) amateur football players/refugees.

**c. Recognized foreign refugees & immigrants, whose recognition derives from the relevant documents of the Greek state and its competent authorities, are excluded from the obligation to submit a "private cooperation agreement".**

## **Article 9 Re-registration of released football players as amateurs- Supporting documents**

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1. For the re-registration with a club of released football players, the lodging of an application for changes is required by the football player, duly filled in, signed, and sealed, according to the instructions indicated in the form, according to the time limits set out in the articles of Annex B.
2. Especially for the re-registration of foreign released football players with a club, a copy of residence permits of foreigner in Greece or certification for the lodging of an application for a residence permit, as well as any equivalent document granting the right of residence at the time of registration are required, lawfully validated. Moreover, for the foreign professional football player who wishes to re-register with an amateur club, the supporting documents of Article 8 for foreign amateur football players are required. The legal residence permits of a foreigner, used during the issuance of a professional football player certificate and who wishes to re-register as an amateur, is valid (given that it is valid during the relevant period) until the end of the season in which the change took place, given that the football player has been a professional for a period of five (5) months.

## **Article 10     Supporting documents of transfer of amateur football players**

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For the transfer of an amateur football player from the club he belongs to another club, the following are required:

1. The lodging of an application for changes by the football player, duly filled in, signed, and sealed, according to the instructions indicated in the form, according to the time limits set out in the articles of Annex B.
2. For the transfer of a training amateur FC football player to a club (FC or Union), the written consent by the FC is required.
3. For the transfer as amateur football players, of Greeks, citizens of the European Union and foreigners acquired from abroad, apart from the request of par.1 of this article, the following documents are required correspondingly:
  - a) For Greeks acquired abroad, international transfer, the submission of photocopy of the two (2) sides of his national identity card or identification certificate for minors up to 12, for whom the issue of identity card is not mandatory
  - b) For citizens of Member States of the European Union, the submission of the supporting documents of Article 8 par. 3 hereof is required.
  - c) For foreigners, the substantial condition of legal residence in the country is required.
  - d) The International Transfer Certificate (ITC) of the football player by which the football player declares his last club abroad, is required from HFF.
  - e) Declaration of consent to processing personal information (GDPR).

Any communication of the consent of the foreign Federation by telegraph or otherwise shall not be considered.

## **Article 11     Method of lodging the application for changes of football player**

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1. The request of changes, all the required supporting documents and the fee set on a case-by-case basis for the issuance of the Athlete's Certificate of professional and amateur football players of the FCs are submitted, in the first phase, compulsorily through the Domestic Transfer Matching System (ESSM or DTMS) of the HFF, always within the foreseen transfer windows of each year. In the second phase, the FCs are obliged to submit to the Football Players' Registry

Department of the HFF all the original supporting documents with a cover sheet, within a period of **ten (10)** days from the date of approval and issuance of the Athlete's Certificate of each football player. In case of expiration of the time limit of **ten (10)** days, the Football Players' Registry Department refers the FC before the PSC, with a request to revoke the Athlete's Certificate(s). The submission of all the original supporting documents before the PSC, with the re-payment of the fee set on a case-by-case basis, exempts the FC.

2. The request for changes of amateur football players is submitted to the HFF, by the Amateur Football Union concerned, by transmitting to the central system of the HFF copies of all the supporting documents required and the fee which is set according to the case. The relevant request is submitted to the protocol of the HFF, during the working days and hours, and the party interested receives a certificate of submission with serial number, where the date and the time of the submission must appear.

The date of filing of the application is considered the day of its registration in the relevant Amateur Football Union, regardless of the manner of sending the relevant documents. The requests for changes that are delivered in any way to the offices of Amateur Football Union are not considered and are considered invalid, even by registered letters, if the delivery was made after the expiration of the specified time periods.

The issuance of the cards of the amateur football players is done by the relevant Amateur Football Union after their pre-approval by Football Players' Registry Department of the HFF.

3. The player's application for changes must be fully completed, signed, and stamped. Any lack or deletions, spots, use of corrective fluid, is a reason to reject the application.
4. Application for changes submitted to HFF after 24.00 of the expiry date of the period of each change (first registration, release, transfer, re-registration, letter of undertaking, etc.) shall be late.
5. Every football player, whose request has been rejected, or every club submitting the request, may appeal before the PSC, within a deadline of twenty (20) days from the day when the request was rejected by the Football Players' Registry Department of the HFF.
6. Every football player may request, by his application before the PSC, the correction/modification of his personal details, as they are registered in the sports status certificate, if he submits to the PSC all legitimizing documents (identity card,

decisions of administrative bodies, certificates) lawfully validated by a public authority and translated, if they are foreign documents (the translation being validated by a lawyer).

## **Article 12 First Registration and International transfers of minors (in TMS)**

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1.
  - A. For the first registration of a foreign amateur football player aged 12-18, the conditions and formalities provided in Annex E here are required for each individual case, unless otherwise specified by FIFA.
  - B. For the international transfer of an amateur football player aged 12-18, the same applies as in the first registration, with the difference that the word "transfer" is selected in the application.
2. The above changes are subject to the observance of article 18 "Protection of Minors" of this Regulation and Annex E. These conditions may be restricted if FIFA grants an Exemption from the Limited Minor Exemption procedure.

## **Article 13 Card revocation. Penalties**

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The Players' Status Committee of HFF may, at any time, permanently revoke the individual certificate and the transfer certificate of a football player, if in its discretion, there is sufficient evidence that:

- a) issued by mistake or in an illegal or irregular way
- b) issued based on false or falsified information
- c) the final revocation of an individual football player certificate and the certificate of status and transfer due to false or falsified information or concealment of information, to achieve a change in the situation, **is carried out by the EIP, since the above violations have been finally judged by the competent Disciplinary Body of the HFF. The offender or offenders, footballer or team or both are punished, by the competent Disciplinary Body of the HFF in accordance with the provisions of article 34 par. 1 c' of the FMR, i.e. the footballer is punished with a penalty of exclusion three (3) years from each match and in the event that the club, which is listed in the football player's change request, is found to be jointly responsible, it is punished with a penalty of five (5) points and, if it is an FC, with a fine of eight thousand (8,000.00 ) euros up to forty thousand**

**(40,000.00) euros, and if it is an Association, with a fine of up to two thousand (2,000.00) euros.**

The present regulation was amended, codified, and approved by the decision **27/2022** of the Executive Committee of the HFF, **on the 29th of June 2022** and enters into force **from the 1st of July 2022.**

**Athens, June 29<sup>th</sup>, 2022**

**THE PRESIDENT**

**THE EXECUTIVE SECRETARY**

**PANAGIOTIS BALTAKOS**

**IAKOVOS FILIPPOUSIS**

# HELLENIC FOOTBALL FEDERATION



## Annex D

### Training Compensation

JUNE 2022

## **Article 1 Objective purpose**

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A player's training and education takes place between the ages of 12 and 21. Training compensation shall be payable, as a rule, up to the age of 23 for training incurred up to the age of 21. If he signs his first professional contract (with a club of SL1 or SL2) at a younger age (e.g., 17 or 18 years old), the training compensation shall be paid only until this age.

## **Article 2 Payment of training compensation**

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Training compensation shall be payable all at once, when an amateur football player is registered for the first time as a professional in a FC of SUPER LEAGUE 1 and SUPER LEAGUE 2, until the end of the season in which the player reaches the age of 23.

## **Article 3 Responsibility to pay training compensation**

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1. On registering as a professional for the first time, the club with which the player is registered is responsible for paying training compensation within 30 days of registration. The compensation is paid to every club with which the player has previously been registered (in accordance with the players' career history as provided in the player passport) and that has contributed to his training, starting from the season of his 12th birthday until the player reaches the age of 21. The amount payable is calculated on a pro rata basis according to the period of training that the player spent with each club.

2. The HFF is entitled to receive the training compensation from a transfer (international or not) which in principle would be due to one of its affiliated clubs, if it can provide evidence that the club in question – with which the professional was registered and trained – has in the meantime ceased to participate in organized football and/ or no longer exists due to, in particular, bankruptcy, liquidation, dissolution or loss of affiliation.

This compensation shall be reserved for youth football development programs of the HFF (teams of the Associations of Football Clubs).

## **Article 4 Training costs Categorization of Greek clubs**

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1. To calculate the compensation due for training and education costs, the HFF sets a list annually, dividing all its affiliated clubs (unions and FCs), in three (3) categories, depending on the league in which they compete.

2. Training costs are set for each category at a specific amount, according to the following:

<u>Category I</u>	<u>Category II</u>	<u>Category III</u>
40.000,00 Euros	20.000,00 Euros	3.000,00 Euros

Corresponding categories of FIFA II, III, IV.

The amounts represent the training compensation for the football player for every year from the age of 12 to the day when he/she signed the professional contract.

3. a) The teams of Super League I belong in Division I  
b) the teams of Super League II belong in Division II  
c) The rest of the teams of amateur football (3rd National Division and local leagues of the Unions) belong to Division III.

4. The categorization of clubs of the HFF, are published on the HFF website and on the FIFA website ([www.FIFA.com](http://www.FIFA.com)) and it is updated (validated) at the end of every calendar year

The validated data regarding the training category of clubs are inserted in TMS.

## **Article 5 Calculation of training compensation General Rules**

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1. The first time than an amateur football player registers as a professional, according to article 2, the training compensation payable is calculated by:

- A) his age and the years of training from the next season of the completion of his 11 years of age, until his registration as a professional football player (in FCs of SL1 and SL2), or if this happens after his 21st birthday, up to the completion of his 21 years of age.  
B) the category of the club or clubs to which he was registered and trained,  
C) the training time in each one of them.

2. The training compensation, as provided in par. 2 of article 4, concerns every year of training from the 12th year of age (11 years completed) to the 21st year of



age of the football player (ten years in total) and is paid, distributed accordingly, to the clubs entitled to receive compensation.

3. The training compensation of the players for the seasons between the next season of the completion of his 11th year of age up to the 15th year (i.e., four seasons) will be calculated at half the amount of the compensation provided for the respective category for the first two categories (€ 20,000.00 for the 1st category, € 10,000.00 for the 2nd category) and at € 2,000.00 for the 3rd category).

## **Article 6      General Provisions Exceptions**

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1. A club that has trained a player who later became a professional (signed a professional contract in accordance with the provisions of Article 2), may, by written agreement (during the transfer of the player either as an amateur at a previous stage or during his first registration as professional) to agree to a different - of the above - amount, as training compensation or as a percentage of his future transfer as a professional, or to resign from it. This written agreement binds the club and the judicial bodies of football but does not bind third clubs involved in the player's training. A copy of this written agreement will be submitted to the HFF (or the relevant Union) where a relevant file will be kept.

2. For the registration of a football player competing as an amateur in Greece, in a club of a foreign Federation as a professional, or vice versa, given that he is within the prescribed age limits, the provisions of the present Annex are not applicable, and the corresponding provisions of the FIFA and UEFA Regulations apply.

## **Article 7      Jurisdiction Deadlines Disciplinary Measures. Sanctions**

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1. The amount of the training compensation shall be paid to the entitled clubs, within a deadline of 30 days, from the registration of an amateur football player as a professional.

2. In case that the training compensation is not paid within the deadline, all the entitled clubs may appeal to the First Instance Dispute Resolution Chamber (PEEOD) in first instance and to the Arbitration Tribunal of Football in second instance and claim the amount of the training compensation within **sixty (60)** days, from the next day after the expiration of the deadline of paragraph 1.

3. If, despite the issuance of the decision of the Arbitration Tribunal of Football of the judicial bodies of the HFF, the club does not pay the compensation, the club entitled may submit a request to the PSC to revoke the athlete's certificate.

4. The amounts provided in private agreements among clubs, in the event that an amateur football player becomes a professional and concern either the payment of a certain amount as compensation or the payment of a percentage of the amount of a future transfer, and so on, shall be paid to the entitled clubs, within 30 days from the day on which the event giving rise to the right to compensation occurs, unless otherwise agreed.

In case that it is not paid within the deadline, the club entitled to compensation can appeal to the Arbitration Tribunal of Football.

## **Article 8 Transitional measures**

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**Training compensation, calculated according to this Appendix of the RSTP from July 1, 2021.**

The present regulation was amended, codified, and approved by the decision **27/2022** of the Executive Committee of the HFF, **on the 29th of June 2022** and enters into force **from the 1st of July 2022.**

**Athens, June 29<sup>th</sup>, 2022**

**THE PRESIDENT**

**THE EXECUTIVE SECRETARY**

**PANAGIOTIS BALTAKOS**

**IAKOVOS FILIPPOUSIS**

# HELLENIC FOOTBALL FEDERATION



## Annex F

### MODELS OF CONTRACTS

JUNE 2022

# HELLENIC FOOTBALL FEDERATION



## MODEL 1

### Contract of Professional Football player

# **PROFESSIONAL PLAYER'S CONTRACT**

1. **Contracting parties:** Between the Football Club:

.....N.E.: .....

**VAT Number....., Revenue office ....., Phone ....., email .....**

and the PROFESSIONAL PLAYER:

.....  
(Name) (Surname) (Father's name)

**VAT Number....., Revenue office ....., Phone ....., email .....**

In ..... today the ..... the day of the week being .....  
the two parties executing this contract, on the one hand  
..... acting in capacity of President or Managing  
Director or legal representative of the Professional Club  
..... playing in  
the ..... National Division, hereinafter referred to as "the Club" and on the other  
....., father's name ....., date of  
birth ....., nationality ....., resident of  
..... street ..... number ..... P.C.  
....., at .....Tel. Nr. ...., holder  
of the Identification Card or Passport Nr. ...., hereinafter to as the  
"Player", expressly and unreservedly stipulated and jointly accepted the following:

## **2. Agreement**

- 2.1. The Club wishes, and the Player agrees to his employment as Professional, pursuant to the terms set out in this contract.
- 2.2. The employment period of the Player starts on ..... (during the Transfer period) and ends on ..... (one day before the start of Transfer period).
- 2.3. The two parties are equally entitled to legally extend the term of the present contract or terminate earlier the agreement by mutual consent.
- 2.4. Any existing additional or subsequent agreements will be in writing and make reference to this agreement and in all cases, in order to be valid, must be dispatched within seven days to the competent bodies. No other additional contract may regulate the legal relationship between the parties.

## **3. Definitions**

The terms of the present agreement are defined and understood by both parties. Any terms hereof not defined and understood, shall have the meaning and definition indicated pursuant to their definitions in the Statutes and the Regulations of FIFA, UEFA and H.F.F.

and the amendments thereof from time to time.

**4. Obligations of the Club**

**4.1.** It is hereby stipulated, that the monthly fees of the Player – which in any case may not be lower than the current monthly salary of an unskilled worker set out in the National Collective Bargaining Agreement - are set to the amount of .....€, paid out to the Player by the Club the latest at the end of each month, twelve months per year.

Apart from the monthly fees, the Club is obligated to pay out to the Player Christmas bonus (the amount thereof being equal to the monthly fees of the Player) and Easter bonus (the amount thereof being half of the monthly fees of the Player), as well as Holidays benefit (the amount thereof being half of the monthly fees of the Player).

**4.2.** Bonuses .....  
.....  
.....

**4.3** Other benefits .....  
.....  
.....

**4.4.** The Player shall receive the total amount of .....€  
in ..... instalments, as follows:

- 1st instalment amount of ..... € payable on .....
- 2nd instalment amount of ..... € payable on .....
- 3rd instalment amount of ..... € payable on .....
- 4th instalment amount of ..... € payable on .....
- 5th instalment amount of ..... € payable on .....
- 6th instalment amount of ..... € payable on .....
- 7th instalment amount of ..... € payable on .....
- 8th instalment amount of ..... € payable on .....
- 9th instalment amount of ..... € payable on .....
- 10th instalment amount of ..... € payable on .....
- 11th instalment amount of ..... € payable on .....
- 12th instalment amount of ..... € payable on .....
- 13th instalment amount of ..... € payable on .....
- 14th instalment amount of ..... € payable on .....
- 15th instalment amount of ..... € payable on .....
- 16th instalment amount of ..... € payable on .....
- 17th instalment amount of ..... € payable on .....
- 18th instalment amount of ..... € payable on .....
- 19th instalment amount of ..... € payable on .....
- 20th instalment amount of ..... € payable on .....

21st instalment amount of ..... € payable on .....

22nd instalment amount of ..... € payable on .....

23rd instalment amount of ..... € payable on .....

24th instalment amount of ..... € payable on .....

25th instalment amount of ..... € payable on .....

26th instalment amount of ..... € payable on .....

27th instalment amount of ..... € payable on .....

28th instalment amount of ..... € payable on .....

29th instalment amount of ..... € payable on .....

30th instalment amount of ..... € payable on .....

**4.5.** Medical insurance as foreseen by the Regulations by a personal or group insurance policy contract .....

.....

Life insurance .....

.....

**4.6.** Pension contributions and social security expenses as foreseen by the law promptly and fully paid.

**4.7.** The amounts stated above (4.1., 4.2., 4.3., 4.4.) are paid in full and complete to the bank account of the Player, in conjunction with the provisions of Article 12 par. **3b** of Annex A.

**4.8.** a) The Club has paid once off the transfer amount of.....€  
for the transfer of the Player to the ..... club

b) The Club shall pay the transfer amount of.....€  
for the transfer of the Player to the ..... club,  
instalments as follows:

1st instalment amount of ..... € payable on .....

2nd instalment amount of ..... € payable on .....

3rd instalment amount of ..... € payable on .....

4th instalment amount of ..... € payable on .....

5th instalment amount of ..... € payable on .....

**4.9.** In the event of relegation of the Club, the amounts are reduced  
.....

.....

In the event of advance of the club, the amounts are increased  
.....

.....

**4.10.** Payment of taxes is affected pursuant to the requirements of the Hellenic legislation.

**4.11.** In the event of termination of the contract due to fault of the Club it is hereby stipulated that the compensation due to the Player amounts to:

- a) During the protected period .....€
- b) Outside the protected period ..... €
- 4.12.** The Player is entitled to a paid leave of absence of four weeks for each twelve months period. At least two weeks are taken consecutively. Additionally, the Player is entitled to one day's rest each week.
- 4.13.** The Club is obligated to protect the Player's human rights and deter discriminations against the Player, as set out by the international treaties.
- 4.14.** The Club is obliged to maintain a record of injuries – illnesses of the Player, always in respect of privacy and personal information. The record is maintained and kept by the competent team medical doctor.
- 4.15.** The Club recognizes respects and complies with the Statutes, Regulations and Decisions of FIFA, UEFA and H.F.F. and the relevant Professional Association.

## **5. Obligations of the Player**

**5.1.** The obligations of the Player to the Club are the following:

**5.2.** With regards the Club:

- a) Participate in the matches to the best of his abilities when selected to play.
  - b) Participate in the training sessions and the preparations for a match, pursuant to the instructions of his superiors (e.g. coach)
  - c) Lead a healthy way of life, maintaining his physical condition at high levels
  - d) Comply with and act pursuant to the instructions of those being responsible for the team (to the extent that it is reasonable e.g. stay at a place that purposes of the Club).
  - e) Participate in the Club activities (sporting, social and commercial too).
  - f) Obey the regulations of the Club (including the by-laws that have been notified to him duly prior to the execution of the contract, if applicable).
  - g) Behave in the spirit of sportsmanship to people involved in matches and training, know the rules of the game and accept the decisions of match officials.
  - h) Abstain from and not participate in other football activities, activities of other type or in general dangerous activities that have not been previously approved by the Club and not covered by the Club insurance.
  - i) Take care of the Club property and return it past the end of the contract.
  - j) Notify the Club immediately in the event of illness or accident and not undergo any type of medical therapy without prior knowledge of the team doctor (emergencies excluded).
  - k) Undergo regular medical tests and care, following the request of the team doctor.
  - l) Comply with the terms of all policies aiming to abolish discriminations, as exercised by the H.F.F., the relevant Professional Association, the Players Association, and the Club.
  - m) Not bring the Club or football in general to disrepute (e.g., through media statements).
  - n) Not participate in games of chance or other similar activities within football.
- 5.3.** The Player recognizes, respects, and complies with the Statutes, Regulations and



Decisions of FIFA, UEFA, H.F.F. and of the relevant Professional Association.

- 5.4. If the Player doubts the opinion of the medical doctor of the team, he is entitled to a second opinion from an independent specialized medical doctor. If the opinions are still dissenting, the parties hereby agree to accept a third independent opinion which shall be binding.
- 5.5. In the event of termination of the contract by the fault of the Player, it is hereby stipulated that the compensation due to the Professional Club amount to:
  - a) During the protected period .....€
  - b) Outside the protected period ..... €
- 5.6. The Player is entitled to buy the remainder of his contract, by paying out the Club the amount of ..... €

**6. Image rights**

The Player and the Club agree to exploit the rights from the image of the Player in the following manner:

- a) The Club may exploit exclusively the rights from the image of the Player to the extent that they serve as part of its whole image.
- b) The exploitation of the rights arising exclusively from the image of the Player is affected by .....  
.....  
.....

**7. Loan**

If the Player is loaned to a third club, the three must sign a contract.

**8. Player Discipline and Complaints**

- 8.1. The Player is obliged to obey and comply with the existing by-laws of the Club.
- 8.2. In the event of a violation foreseen by the internal rule, the Player is subject to the sanctions foreseen therein.
- 8.3. The Player is entitled to seek recourse against Club decisions that impose sanctions.

**9. Oppose the use prohibited methods and substances (doping).**

- 9.1. The Player and the Club comply with all relevant regulations of football bodies towards bodies the use of prohibited methods and substances.
- 9.2. As prohibited methods and substances are deemed those detailed in the List of Prohibited Methods and Substances of FIFA.
- 9.3. The use of such methods and substances is prohibited. Anyone that gives illegal substances or encourages by any means whatsoever the use of illegal methods, shall be brought before the competent Disciplinary Bodies of the H.F.F. or the International Disciplinary Bodies.
- 9.4. Additionally, the Club reserves the right to any other measures against the Player found guilty of participating in such activities, taking into consideration the principle of administration of personal information.

- 10.** Resolution of disputes  
All disputes between the parties are settled by the Appeals Committee for the Resolution of Financial Disputes (PEEOD) at first instance, and the Court of Arbitration of the H.F.F. at second instance. Disputes concerning foreign football players can be resolved by the competent bodies of FIFA.
- 11.** Football rules

  - 11.1.** The football rules are the Statutes, Regulations and Decisions of FIFA, UEFA, H.F.F. and, where applicable, the relevant Professional Association.
  - 11.2.** The Club and the Player are obliged to comply with the Statutes, Regulations and Decisions of FIFA, UEFA, H.F.F. and the relevant Professional Association (if applicable), which constitute an integral part of this agreement, and that is recognized by the parties by their signatures.
  - 11.3.** The Club and the Player recognize that the aforementioned football regulations may be amended from times to times.
- 12.** The football player understands and accepts that the main data of the personal information of the present and every other information or document that, directly or indirectly, is related to the present and concerns the resulting relationship (such as, for example, decisions of the Committees, etc.) will be disclosed, kept and processed by the institutions to which the present is submitted (HFF, organizing authority, **PSAPP**) for a period of up to ten (10) years after the expiration of its legal duration.
- 13.** In this agreement, apart from the two parties, participated the undersigned (Player's Agent – Interpreter – Minor's Parents). Upon execution of the contract hereof, Player receives one copy.

# HELLENIC FOOTBALL FEDERATION



## MODEL2

### Professional Player's Loan Contract

# PROFESSIONALS PLAYER'S LOAN CONTRACT

## 1. Contracting parties:

Between the Football Clubs:

a) ..... N.E.:.....

.

VAT Number....., Revenue office ....., Phone ....., email .....

b) ..... N.E. ....

VAT Number....., Revenue office ....., Phone ....., email .....

and the PROFESSIONAL PLAYER:

.....

(Name)

(Surname)

(Father's name)

VAT Number....., Revenue office ....., Phone ....., email .....

In ..... today the ....., the day of the week being ....., the three parties executing this contract,

a) ....., acting in the capacity of President or Managing Director or legal representative of the Professional Club....., playing in the ..... National Division, hereinafter referred to as "the Lending Club"

b) ....., acting in the capacity of President or Managing Director or legal representative of the Professional Club....., playing in the ..... National Division, hereinafter referred to as "the Recipient Club", and

c) .....  
father's name ....., date of birth ..... nationality .....  
resident of ..... at ..... street Nr. .... Postal Code. ...., Tel. Nr. ...., holder of Identification Card or Passport Nr. ...., hereinafter referred to as "the Player", expressly and unreservedly stipulated and jointly accepted the following:

## 2. Agreement

2.1. The Recipient Club wishes to employ the Player and the Loaning Club, and the Player agree to his employment as Professional, pursuant to the terms set out in this contract.

2.2. The loan period of the Player starts on the ..... (During the Transfer Period) and ends on the .....

(One day before the beginning of the Transfer Period).

- 2.3. The three parties are equally entitled to legally extend the term of the present contract or terminate earlier the agreement by mutual consent.
- 2.4. Any existing additional or subsequent agreements will be in writing and make reference to this agreement and in all cases, in order to be valid, must be dispatched within seven days to the competent bodies. No other additional contract may regulate legal relationship between the parties.

**3. Definitions**

The terms of the present agreement are defined and understood by both parties. Any terms hereof not defined and understood, shall have the meaning and definition indicated pursuant to their definitions in the Statutes and the Regulations of FIFA, UEFA and H.F.F. and the amendments thereof from time to time.

**4. Obligations of the club**

- 4.1. It is hereby stipulated, that the monthly fees of the Player – which in any case may not be lower than the current monthly salary of an unskilled worker set out in the National Collective Bargaining Agreement - are set to the amount of .....€, paid out to the Player by the Club the latest at the end of each month, twelve months per year.

Apart from the monthly fees, the Club is obligated to pay out to the Player Christmas bonus (the amount thereof being equal to the monthly fees of the Player) and Easter bonus (the amount thereof being half of the monthly fees of the Player), as well as Holidays benefit (the amount thereof being half of the monthly fees of the Player).

- 4.2. Bonuses .....
- 4.3. Other benefits .....

- 4.4. The Player shall receive the total amount of .....€ in ..... instalments, as follows:

- 1st instalment amount of ..... € payable on .....
- 2nd instalment amount of ..... € payable on .....
- 3rd instalment amount of ..... € payable on .....
- 4th instalment amount of ..... € payable on .....
- 5th instalment amount of ..... € payable on .....
- 6th instalment amount of ..... € payable on .....
- 7th instalment amount of ..... € payable on .....
- 8th instalment amount of ..... € payable on .....
- 9th instalment amount of ..... € payable on .....
- 10th instalment amount of ..... € payable on .....
- 11th instalment amount of ..... € payable on .....
- 12th instalment amount of ..... € payable on .....

- 13th instalment amount of ..... € payable on .....
- 14th instalment amount of ..... € payable on .....
- 15th instalment amount of ..... € payable on .....
- 16th instalment amount of ..... € payable on .....
- 17th instalment amount of ..... € payable on .....
- 18th instalment amount of ..... € payable on .....
- 19th instalment amount of ..... € payable on .....
- 20th instalment amount of ..... € payable on .....
- 21st instalment amount of ..... € payable on .....
- 22nd instalment amount of ..... € payable on .....
- 23rd instalment amount of ..... € payable on .....
- 24th instalment amount of ..... € payable on .....
- 25th instalment amount of ..... € payable on .....
- 26th instalment amount of ..... € payable on .....
- 27th instalment amount of ..... € payable on .....
- 28th instalment amount of ..... € payable on .....
- 29th instalment amount of ..... € payable on .....
- 30th instalment amount of ..... € payable on .....

**4.5.** Medical insurance as foreseen by the Regulations by a personal or group insurance policy contract

.....  
 Life insurance .....

**4.6.** Pension contributions and social security expenses as foreseen by the law promptly and fully paid.

**4.7.** The amounts stated above (4.1., 4.2., 4.3., 4.4.) are paid in full and complete to the bank account of the Player, in conjunction with the provisions of Article 12 par. 3b of Annex A.

**4.8.** a) The Club has paid once off the transfer amount of.....€ for the transfer of the Player to the ..... club

b) The Club shall pay the transfer amount of.....€ for the transfer of the Player to the ..... club, instalments as follows:

- 1st instalment amount of ..... € payable on .....
- 2nd instalment amount of ..... € payable on .....
- 3rd instalment amount of ..... € payable on .....
- 4th instalment amount of ..... € payable on .....
- 5th instalment amount of ..... € payable on .....

**4.9.** In the event of relegation of the Club, the amounts are reduced

.....  
 .....  
 In the event of advance of the club, the amounts are increased  
 .....  
 .....

**4.10.** Payment of taxes is affected pursuant to the requirements of the Hellenic

legislation.

- 4.11.** In the event of termination of the contract due to fault of the Club it is hereby stipulated that the compensation due to the Player amounts to:
- a) During the protected period .....€
  - b) Outside the protected period ..... €
- 4.12** The Player is entitled to a paid leave of absence of four weeks for each twelve months period. At least two weeks are taken consecutively. Additionally, the Player is entitled to one day's rest each week.
- 4.13.** The Club is obligated to protect the Player's human rights and deter discriminations against the Player, as set out by the international treaties.
- 4.14.** The Club is obliged to maintain a record of injuries – illnesses of the Player, always in respect of privacy and personal information. The record is maintained and kept by the competent team medical doctor.
- 4.15.** The Club recognizes respects and complies with the Statutes, Regulations and Decisions of FIFA, UEFA and H.F.F. and the relevant Professional Association.

## **5. Obligations of the Player**

**5.1.** The obligations of the Player to the Club are the following:

**5.2.** With regards the Club:

- a) Participate in the matches to the best of his abilities when selected to play.
- b) Participate in the training sessions and the preparations for a match, pursuant to the instructions of his superiors (e.g., coach)
- c) Lead a healthy way of life, maintaining his physical condition at high levels
- d) Comply with and act pursuant to the instructions of those being responsible for the team (to the extent that it is reasonable e.g., stay at a place that purposes of the Club).
- e) Participate in the Club activities (sporting, social and commercial too).
- f) Obey the regulations of the Club (including the by-laws that have been notified to him duly prior to the execution of the contract, if applicable).
- g) Behave in the spirit of sportsmanship to people involved in matches and training, know the rules of the game and accept the decisions of match officials.
- h) Abstain from and not participate in other football activities, activities of other type or in general dangerous activities that have not been previously approved by the Club and not covered by the Club insurance.
- i) Take care of the Club property and return it past the end of the contract.
- j) Notify the Club immediately in the event of illness or accident and not undergo any type of medical therapy without prior knowledge of the team doctor (emergencies excluded).
- k) Undergo regular medical tests and care, following the request of the team doctor.
- l) Comply with the terms of all policies aiming to abolish discriminations, as exercised by the H.F.F., the relevant Professional Association, the Players Association and the Club.
- m) Not bring the Club or football in general to disrepute (e.g., through media

statements).

- n) Not participate in games of chance or other similar activities within football.
- 5.3. The Player recognizes, respects and complies with the Statutes, Regulations and Decisions of FIFA, UEFA, H.F.F. and of the relevant Professional Association.
- 5.4. If the Player doubts the opinion of the medical doctor of the team, he is entitled to a second opinion from an independent specialized medical doctor. In the event that the opinions are still dissenting, the parties hereby agree to accept a third independent opinion which shall be binding.
- 5.5. In the event of termination of the contract by the fault of the Player, it is hereby stipulated that the compensation due to the Professional Club amount to:
  - a) During the protected period .....€
  - b) Outside the protected period ..... €
- 5.6. The Player is entitled to buy the remainder of his contract, by paying out the Club the amount of ..... €

**6. Image rights**

The Player and the Club agree to exploit the rights from the image of the Player in the following manner:

- a) The Club may exploit exclusively the rights from the image of the Player to the extent that they serve as part of its whole image.
- b) The exploitation of the rights arising exclusively from the image of the Player is affected by .....  
.....  
.....

**7. Player Discipline and Complaints**

- 7.1. The Player is obliged to obey and comply with the existing by-laws of the Club.
- 7.2. In the event of a violation foreseen by the internal rule, the Player is subject to the sanctions foreseen therein.
- 7.3. The Player is entitled to seek recourse against Club decisions that impose sanctions.

**9. Oppose the use prohibited methods and substances (doping).**

- 9.1. The Player and the Club comply with all relevant regulations of football bodies towards bodies the use of prohibited methods and substances.
- 9.2. As prohibited methods and substances are deemed those detailed in the List of Prohibited Methods and Substances of FIFA.
- 9.3. The use of such methods and substances is prohibited. Anyone that gives illegal substances or encourages by any means whatsoever the use of illegal methods, shall be brought before the competent Disciplinary Bodies of the H.F.F. or the International Disciplinary Bodies.
- 9.4. Additionally, the Club reserves the right to any other measures against the Player found guilty of participating in such activities, taking into consideration the principle of administration of personal information.



- 10.** Resolution of disputes  
All disputes between the parties are settled by the Appeals Committee for the Resolution of Financial Disputes (PEEOD) at first instance, and the Court of Arbitration of the H.F.F. at second instance. Disputes concerning foreign football players can be resolved by the competent bodies of FIFA.
- 11. Football rules**
- 11.1.** The football rules are the Statutes, Regulations and Decisions of FIFA, UEFA, H.F.F. and, where applicable, the relevant Professional Association.
- 11.2.** The Club and the Player are obliged to comply with the Statutes, Regulations and Decisions of FIFA, UEFA, H.F.F. and the relevant Professional Association (if applicable), which constitute an integral part of this agreement, and that is recognized by the parties by their signatures.
- 11.3.** The Club and the Player recognize that the football regulations may be amended from times to times.
- 12.** The football player understands and accepts that the main data of the personal information of the present and every other information or document that, directly or indirectly, is related to the present and concerns the resulting relationship (such as, for example, decisions of the Committees, etc.) will be disclosed, kept and processed by the institutions to which the present is submitted (HFF, organizing authority, **PSAPP**) for a period of up to ten (10) years after the expiration of its legal duration.
- 13.** In this agreement, apart from the three parties, participated the undersigned (Player's Agent – Interpreter – Minor's Parents). Upon execution of the contract hereof, Player receives one copy.

# HELLENIC FOOTBALL FEDERATION



## MODEL 3

### Agreement for The Amendment of a Professional Player's Contract

# **AGREEMENT FOR THE AMENDMENT OF A PROFESSIONAL PLAYER'S CONTRACT**

## **1. Contracting parties:**

Between the Football Club:

.....N.E.: .....

VAT Number....., Revenue office ....., Phone ....., email .....

and the PROFESSIONAL PLAYER:

.....

(Name)

(Surname)

(Father's name)

VAT Number....., Revenue office ....., Phone ....., email .....

In ..... today the ..... the day of the week being .....  
the two parties executing this contract, on the one hand  
..... acting in capacity of President or Managing  
Director or legal representative of the Professional Club  
..... playing in  
the ..... National Division, hereinafter referred to as "the Club" and on the other  
....., father's name ....., date of  
birth ....., nationality ....., resident of  
..... street ..... number ..... P.C.  
....., at .....Tel. Nr. ...., holder  
of the Identification Card or Passport Nr. ...., hereinafter to as the  
"Player", expressly and unreservedly stipulated and jointly accepted the following:

## **2. Agreement**

The Club and the Player have executed on the ..... Professional Player's  
Contract. The two parties amend the terms of the contract with this Agreement as follows:

.....  
.....  
.....  
.....

**3.** The football player understands and accepts that the main data of the personal

information of the present and every other information or document that, directly or indirectly, is related to the present and concerns the resulting relationship (such as, for example, decisions of the Committees, etc.) will be disclosed, kept and processed by the institutions to which the present is submitted (HFF, organizing authority, PSAPP) for a period of up to ten (10) years after the expiration of its legal duration.

# HELLENIC FOOTBALL FEDERATION



## MODEL 4

### Agreement for The Amendment of A Professional Player's Loan Contract

**AGREEMENT FOR THE AMENDMENT OF A PROFESSIONAL  
PLAYER'S LOAN CONTRACT**

1. Contracting parties:

Between the Football Clubs:

a) ..... N.E.:

VAT Number....., Revenue office ....., Phone ....., email .....

b) ..... N.E. ....

VAT Number....., Revenue office ....., Phone ....., email .....

and the PROFESSIONAL PLAYER:

.....  
(Name) (Surname) (Father's name)

Vat number..... Revenue office .....

In ..... today the ....., the day of the week being ....., the three parties executing this contract,

a) ....., acting in the capacity of President or Managing Director or legal representative of the Professional Club....., playing in the ..... National Division, hereinafter referred to as "the Lending Club"

b) ....., acting in the capacity of President or Managing Director or legal representative of the Professional Club....., playing in the ..... National Division, hereinafter referred to as "the Recipient Club", and

c) .....  
father's name ....., date of birth ..... nationality .....  
resident of ..... at ..... street Nr. .... Postal Code. ...., Tel. Nr. ...., holder of Identification Card or Passport Nr. ...., hereinafter referred to as "the Player", expressly and unreservedly stipulated and jointly accepted the following:

2. Agreement

Between the Club and the Player, the Professional Football Player Loan Contract of

..... has been signed. Now, by this Agreement, the three parties

amend the terms of the above-mentioned contract as follows .....

.....

.....

3. The football player understands and accepts that the main data of the personal information of the present and every other information or document that, directly or indirectly, is related to the present and concerns the resulting relationship (such as, for example, decisions of the Committees, etc.) will be disclosed, kept and processed by the institutions to which the present is submitted (HFF, organizing authority, PSAPP) for a period of up to ten (10) years after the expiration of its legal duration.