

HOCKEY PLAYERS, COACHES & PLAYER/COACHES

Endorsements for sponsor licences and initial employment, change of employment and extension applications for migrants. Season 2009-10.

1. General

i. There have been changes by the United Kingdom Border Agency in relation to the employment of migrants from outside of the European Economic Area. This was previously under the title of Work Permits, see <http://www.ukba.homeoffice.gov.uk>. The National Governing Bodies (NGBs) of England, Wales, Scotland and Northern Ireland for field hockey have signed up to a new Code of Practice in relation to this, see <http://www.ukba.homeoffice.gov.uk/workingintheuk/tier2/sportspeople/> and <http://www.ukba.homeoffice.gov.uk/workingintheuk/tier5/creativeandsporting/>.

ii. The policy of the NGBs in relation to this issue is included below. The Policy will be reviewed annually by the NGBs. The document and any amendments will be included on the following websites of the NGBs – www.englandhockey.co.uk, www.welsh-hockey.co.uk, www.scottish-hockey.org.uk, www.hockey.ie.

iii. Hockey clubs or schools wishing to employ migrants need to obtain approval from the relevant National Governing Body (NGB) (see below) to whom they affiliate for the purposes of Tier 2 and Tier 5 of the Points Based System. This is in the form of a governing body endorsement of their application for a sponsor licence before they can issue a Certificate of Sponsorship (previously a Work Permit) to a player, player-coach or coach.

Only affiliated clubs or schools will be eligible to be issued with a governing body endorsement.

iv. Clubs will also have to obtain an endorsement from the relevant NGB for all applications of Certificates of Sponsorship made for an individual migrant seeking employment as a player, player/coach or coach under Tier 2 or Tier 5 of the Points Based System.

v. The purpose of an endorsement for a migrant is to confirm that he/she is an internationally established sportsperson at the highest level, will make a significant contribution to the development of his/her sport at the highest level in the UK and that it is appropriate to fill the post from outside the European Economic Area.

a. Applications from clubs affiliated to England Hockey

Stephen Barlow
England Hockey
The National Hockey Stadium
Silbury Boulevard
Milton Keynes
MK9 1HA
Tel: 01908 544664
Email: stephen.barlow@englandhockey.org

b. Applications from clubs affiliated to Welsh Hockey Union

Chris Brewer
Welsh Hockey Union
Severn House
Station Terrace
Ely
Cardiff
Tel: 029 2057 3940
Fax: 029 2057 3941
Email: chris.brewer@welsh-hockey.co.uk

c. Applications from clubs affiliated to Scottish Hockey Union

Brent Deans
Scottish Hockey Union
589 Lanark Road
Edinburgh
EH14 5DA
Tel: 0131 453 9070
Fax: 0131 453 9079

Email: info@scottish-hockey.org.uk

d. Applications from clubs affiliated to Irish Hockey Association

Joan Morgan
Irish Hockey Association
6a Woodbine Park
Blackrock
Co Dublin
Tel: 00353 12600028
Fax: 00353 12600087
Email: joan.morgan@hockey.ie

2. Endorsement for the issue of a Certificate of Sponsorship under Tier 2 and Tier 5

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

a. Player

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

Competitive games comprise games played in:

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

The Top 12 international teams are shown in the International Hockey Federation World Rankings and can be accessed on their website:

<http://www.fihockey.org/vsite/vnavsite/page/directory/0,10853,1181-116775-118042-nav-list,00.html>

Nb. Unless they have an appropriate qualification (see b. and c. below) an individual who has been issued with a governing body endorsement as a player may assist at coaching sessions only if accompanied by a properly qualified coach..

b. Coach

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

For further details of coach awards see <http://www.englandhockey.co.uk/page.asp?section=71§ionTitle=Coaching>

c. Player Coaches

A Player Coach must meet the playing criteria and is required to have gained a GB level 2 qualification or above or an equivalent qualification, which also includes Health and Safety and First Aid qualifications and an awareness of child welfare issues and a relevant police check from their country of origin. Attendance at a Safeguarding and Protecting children course is required to practice once in the UK.

For further details of coach awards see <http://www.englandhockey.co.uk/page.asp?section=71§ionTitle=Coaching>.

ii. If an individual does not meet the relevant criteria the NGB will, in exceptional cases, issue an endorsement if the individual's experience is of an appropriate level. Each NGB has set up a small group to consider requests for endorsement.

3. Disputed decisions

Any appeals against decisions by the groups will be referred to the Management Boards of the relevant NGB who will each have an Appeal Panel to consider Appeals.

4. Length of Issue

Governing Body Endorsements will be issued for a period appropriate to the period of approval for sponsorship or the tier under which the application is being made, that is:

i. Sponsor

- Tier 2 or Tier 5 - for 4 years

ii. Migrant Tier 2 Sport

- Initial application - length of contract or up to 3 years maximum, whichever is the shorter period.
- Extension application - length of contract or up to 2 years maximum, whichever is the shorter period application.
- Length of contract or up to 12 months, whichever is the shorter period

5. Salary

The individual should be paid at a rate that is commensurate for a player, coach or player/coach who is of the highest calibre. The salary must also meet the National Minimum Wage regulations.

The expected salary for a player or coach for the 2008-09 season is a minimum of £215 per week plus accommodation (e.g. if the club wants to give the player or coach £50 toward accommodation, the minimum should then be £265 per week). Travel costs must be excluded from this.

6. Change of Employer/Club/Job

i. Change of Employer - An endorsed Certificate of Sponsorship is not transferable. If an individual who has been issued with an endorsed Certificate of Sponsorship discontinues working for the club/school that issued it and wishes to change employer, the new employer must follow the process as outlined in 1. General iii and iv (see above)

ii. Change of job - Employers wishing to change an individual's job eg from player to coach, for example - must obtain an endorsement of Certificate of Sponsorship from the relevant National Governing Body for the new role following the process as outlined in 1. General iii (see above).

7. Extensions

Applications for endorsements will be considered for players who have previously held, or currently have been issued with a work permit or Certificate of Sponsorship, provided they continue to meet the above criteria.