

ASSOCIATION FOOTBALL COACHES

Index

- Regulations for the Education of Association Football Coaches, for the Award of Coaching Certificates, Diplomas and Licenses and for the Control of Football Coaches

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MALTA FOOTBALL ASSOCIATION

REGULATIONS FOR THE EDUCATION OF ASSOCIATION FOOTBALL COACHES, FOR THE AWARD OF COACHING CERTIFICATES, DIPLOMAS AND LICENCES AND FOR THE CONTROL OF FOOTBALL COACHES

*Amended:
23-02-21* **1. Association Football Coach Education**

The Malta Football Association shall ensure that it will have appropriate programmes for the proper education of association football coaches. For this purpose the Malta Football Association shall do all that is possible within its means to be a responsible member at the highest possible level of the UEFA Coach Education Convention and to cooperate with FIFA, UEFA and with other National Football Associations for the proper education of association football and futsal coaches.

In these Regulations, words referring to the masculine gender shall include females.

*Amended:
23-02-21* **2. Responsibilities of the MFA Technical Centre**

- (i) The MFA Technical Centre shall be responsible for the education of association football coaches under the jurisdiction of the MFA and shall carry out its duties in accordance with the following criteria:
 - (a) Regular organisation of appropriate courses which shall have the aim of educating coaches in the best possible manner for the proper instruction by such coaches of players in the different skills of the game of association football in all sectors and at all levels of the game of association football;
 - (b) Regular organisation of further education courses for UEFA coaching licence holders;
 - (c) Holding of examinations for persons wishing to become qualified coaches in the game of association football by obtaining the necessary certificates and/or diplomas in association football coaching at various levels, including the highest possible UEFA Coach Education level;
 - (d) Enhancing the knowledge of qualified coaches in the most modern techniques of the game of association football; and
 - (e) Disciplining licensed football coaches if so warranted.
- (ii) In order that the MFA Technical Centre may fulfill these criteria, the MFA shall employ a Technical Director whose rights and duties shall be defined by means of a contract. The MFA may also nominate an Assistant Technical Director to help the Technical Director in his duties.
- (iii) The Technical Director shall be empowered to issue those technical directives that he may deem fit and proper and which Member Clubs, Member Associations, Football Nurseries and licensed coaches shall be required to follow.

*Amended:
23-02-21* **3. Attendance during Member Clubs and Member Associations Training Activities Conducted by Licensed Football Coaches**

The MFA Technical Centre is authorised to send observers at the training activities conducted by licensed football coaches for players registered with Member Clubs, Clubs/teams of Member Associations and Football Nurseries. On such occasions, players, members of the technical staff and officials and members of the Management Committee of Member Clubs, Clubs/Teams of Member Associations and Football Nurseries are obliged to show due respect to such observers. Lack of due respect shall be sanctioned by the Control and Disciplinary Board of the Association in accordance with the rules and regulations of the Association.

Such observers shall draw up a report of such visits. Where irregularities or non-compliance with these regulations are observed, the matter may be referred to the Coaches' Licensing Committee to take the action it deems fit.

*Amended:
23-02-21* **4. Activities of an Instructional Nature by the Local Recognized Football Coaches Association**

- (i) The recognised local Football Coaches Association may organise activities of an instructional nature for its members. These may qualify as instructional meetings or seminars for the purpose of these regulations and of the UEFA Coaching Convention.
- (ii) (a) In order that an activity of an instructional nature which is solely organized by the local recognized Football Coaches Association may qualify as an instructional meeting or seminars for the purpose of these regulations and of the UEFA Coaching Convention, such Association must inform in writing the MFA Technical Centre of its planned activity at least fifteen (15) days prior to the holding of such an activity and must receive from the MFA Technical Centre the prior written confirmation that such an activity will qualify as an instructional meeting or seminar for the purpose of these regulations.

- (b) The MFA Technical Centre will not approve of such an activity unless when it is informed in writing of holding of the activity it is also informed in writing of the subject/s to be covered during the activity and of the main speaker/s and/or instructor/s during the activity and it is satisfied that such activity should qualify as an instructional meeting or seminar for the purpose of these regulations.
 - (c) If such an activity is approved by the MFA Technical Centre, in order that such an activity may still qualify as an instructional meeting for the purpose of these regulations a detailed written report of the activity held together with the attendance sheet of those present for the activity must be sent to the MFA Technical Centre within fifteen (15) days of the holding of the activity.
- (iii) The MFA Technical Centre may send its observers to any such activity.

Amended:
23-02-21

5. Rights and Duties of Licensed Coaches

Coaches licensed by the MFA Technical Centre shall have the following rights and duties:

- (a) to prepare players physically and to coach players both in the techniques and tactics of the game of association football in the category in which they are licensed and to prepare and coach players in such category or in a lower category;
- (b) to maintain at all times a respectable reputation in all respects especially from the moral and sports ethics point of view particularly in so far as youth players are concerned. This includes the licensed coach's demeanour outside of football and comments on any kind of media;
- (c) to supervise the moral and sporting conduct of players under their care and, when so warranted, to take disciplinary measures against such players in accordance with existing rules and regulations promulgated by the Club or the Football Nursery concerned and/or by the Association's Council;
- (d) to continue enhancing their knowledge in the coaching of players taking part in the game of association football especially by attending regularly instructional meetings, courses and seminars organised for them either by the MFA Technical Centre or with the permission of the MFA Technical Centre; and
- (e) to have their rights arising out of valid agreements entered into between them and Member Clubs or Football Nurseries duly recognised and protected by the Association.

Amended:
23-02-21

6. The Coaches' Licensing Committee

- (i) The Association shall have a Coaches' Licensing Committee that shall be competent to award licences to qualified association football coaches in accordance with these regulations and to take disciplinary action against licensed coaches who fail in their duties. This Committee shall be kept regularly informed about the coaching courses intended for the purpose of awarding certificates or diplomas by the MFA Technical Centre, about those persons who had obtained a certificate or a diploma and about the instructional meetings, courses and seminars intended to be held by the MFA Technical Centre for qualified coaches.
- (ii) This Committee shall be established by the MFA Council at the beginning of each football season and shall consist of a Chairperson, a secretary and of such other number of members which the Council may deem fit including the MFA Technical Director, his assistant if any, and the person responsible for Coach Education within the MFA. All these members, except the Secretary, shall have the right to vote if the need arises. Furthermore, the recognised Football Coaches Association, if any, will have the right to nominate three (3) persons to be members of this Committee. These three members shall be subject to the approval of the Association's Council.

7. Disciplinary Powers

Amended:
23-02-21

- (i) The Coaches' Licensing Committee has the right and duty to refer any matter to the Control and Disciplinary Board to take disciplinary measures against those licensed coaches who fail in their duties as football coaches or who are deemed to have breached any of these regulations. Such reference shall be made to the General Secretary who shall forward the report accordingly.
- (ii) A licensed coach who is required to answer a charge for having failed in his duties shall be served with the appropriate charge and with the date, time and venue of the hearing of the charge by the Secretary of the Control and Disciplinary Board at least four (4) days prior to the date fixed for the hearing of the charge. Such coach shall be entitled to defend himself. On any such charge, the coach concerned shall be entitled to be aided by a person of his own choice provided that such person is neither serving a period suspension imposed by the Association nor had been declared a *persona non grata* by the Association.
- (iii) The disciplinary sanctions that may be meted out by the Control and Disciplinary Board shall include the suspension of the licence for a stated period, the withdrawal of the licence for the rest of the season or the withholding of the licence for a stated definite period. Where the sanction includes a fine, the coach concerned may not practice until such fine is paid.

- (iv) Any decision relating to the suspension of the licence for a stated period, the withdrawal of the licence for the rest of the season or the withholding of the licence for a stated period shall be subject to appeal. Such appeal shall suspend the execution of the decision.
- (v) Appeals are regulated by the relevant provisions of the Appeals Board of the Malta Football Association as established in the Association's Statute. On any such appeal, a coach shall be entitled to be aided by a person of his own choice provided that such person is neither serving a period suspension imposed by the Association nor had been declared a *persona non grata* by the Association.

Amended:
23-02-21
27-07-21
30-06-22

8. Coaching Diplomas, Certificates, and Awards

- (i) (a) The various certificates and diplomas which the MFA Technical Centre may award to association football coaches, and which may entitle the holder to be issued with an MFA coaching licence, provided that the coach adheres with all the other prescribed conditions for the issuing of a licence, shall be the following as specified in the Annex 'UEFA Coach Education Structure':

Core Programme -

- I. UEFA 'C' Diploma
- II. UEFA 'B' Diploma
- III. UEFA 'A' Diploma
- IV. UEFA Pro Diploma

Specialist Diploma -

- I. UEFA Youth B
- II. UEFA Elite Youth A
- III. UEFA Goalkeeper B

- (b) The holders of the following certificates or diplomas must comply with the licences indicated above, provided that temporary exemptions may be granted by MFA Technical Centre: Director of Youth Coaching (DYC); MFA A Diploma; MFA B Diploma; Youth Coaching Licence (YCL); Goalkeepers' Coaching Certificate Level 2. No temporary exemptions may be granted following the end of the football season 2023-2024 or 2024-2025 depending on the coaching licence.
- (c) The MFA Technical Centre may also award the following qualifications, according to policies decided upon by the MFA Technical Centre from time to time:

- I. Goalkeepers' Coaching Certificate Level 1
- II. Youth Football Fitness Award, Football Fitness Coach Certificate.

The attainment of Youth Fitness Award will allow fitness coaches to assist the coach in the physical preparation of players of teams up to Under 13. Football Fitness Coach will allow fitness coaches to assist the coach in the physical preparation of players of teams from U14 till senior categories and shall also make the fitness coach eligible to sit on the technical bench together with the team head coach during competitive matches of the Association in the respective categories. The MFA Technical Centre may grant temporary exemptions which, in any case, will expire at the end of the football season 2023-2024

- III. Football Fitness Coach Certificate
- IV. Match Analyst Certificate

The attainment of the Match Analyst Certificate organised by the Malta FA will allow Match Analysts to form part of their respective clubs' technical team. The Certificate shall also make the match analyst eligible to sit in a designated area and access their respective clubs' dressing room in half-time during competitive matches of the Association in all the respective categories.

- V. Grassroots Leader Certificate (Introductory Certificate to the Core Programme)
- VI. Coach Educator Certificate

The attainment of this qualification will allow coaches to teach specific sections of UEFA coaching diploma courses. Coach Educators must have a valid coaching licence of at least the same level as the course on which they teach but in any case, they must hold at least a UEFA A Diploma. Provided that the MFA Technical Centre may also allow specialists with specific qualifications, expertise and experience, but not the UEFA coaching licence concerned, to teach specific sections of UEFA coaching diploma courses.

- (d) The MFA Technical Centre may award other types of certificates in coaching or ancillary roles as it may deem fit and proper.
- (ii) The conditions for obtaining a certificate or a diploma mentioned in sub-clause (i) above, shall be established by the MFA Technical Centre from time to time in accordance with the provisions of the UEFA Coaching Convention.
- (iii) (a) Subject to the provision contained in clause (iv) hereunder, a person may not obtain a certificate or a diploma in a higher category mentioned in sub-clause (i) above unless he had first obtained a certificate or a diploma, as the case may be, in the previous lower category.
- (b) Furthermore, a coach shall not qualify to obtain a certificate or a diploma in a higher category unless:
 - I. In the case of a person who is in possession of the UEFA 'C' Diploma, s/he has been engaged as a coach for a minimum of three (3) football seasons in the last four (4) years since obtaining such diploma.
 - II. In the case of a person who is in possession of the UEFA B Diploma, s/he has been engaged as a coach for a minimum of three (3) football seasons in the last four (4) years since obtaining such diploma. Provided that for the purposes of obtainment of a specialised UEFA Youth B Diploma, the coach qualifies if s/he has been engaged as such for one (1) season in the last two (2) years.
 - III. In the case of a person who is in possession of the UEFA A Diploma, s/he has been engaged as a coach for a minimum of two (2) football seasons in the last three (3) years since obtaining such diploma. Provided that for the purposes of obtainment of a specialised UEFA Youth A Diploma, the coach qualifies if s/he has been engaged as such for two (2) seasons in the last three (3) years.

For the purposes of this sub-article, engagement as Coach may include engagement as Assistant Coach, depending on the case.

- (c) A Player who has at least twenty (20) international 'A' team appearances or five (5) years participation in a professional league, shall have the right to take part in a UEFA C Diploma Course. On the completion of the UEFA C Diploma Course such player shall have the right to sit, in a regular manner, for the first UEFA 'B' Diploma Course which is organized by the MFA Technical Centre. The MFA Technical Centre has also the right to organize, with UEFA's prior approval, specific combined courses for long-serving professional players.
- (iv) Notwithstanding the provisions contained in clause (iii) above, if special circumstances exist which warrant that exceptions should be made, the MFA Technical Centre may adopt such a measure under those conditions which the MFA Technical Centre may establish.

Amended: **9. Coaching Licences**

23-02-21
27-07-21
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- (i) A coach who is in possession of a recognised Diploma as provided in the preceding Article, may obtain a Coaching Licence that is relative to such qualification.
- (ii) (a) A coach who is in possession of a certificate or diploma awarded to him/her by the MFA Technical Centre in any of the categories mentioned in sub-clause (i) of article 8 of these regulations shall be entitled to obtain or renew his/her coaching licence in that category in which he/she is qualified and as mentioned in sub-clause (i) above.

Provided that in the opinion of the Coaches' Licensing Committee such coach has a good reputation and is of a sound moral character. This shall be attested with a Police Conduct Certificate issued not earlier than one (1) year prior to the license request.

Provided further that in order that a coach may renew his/her licence in the same category for the coming or during the current football season/s such coach:

- i) has not been declared non-active as provided in these regulations;
- ii) had during the current or previous season/s to the one during which he/she applies for the renewal of his/her licence, as the case may be, fulfilled the criteria mentioned in sub-clause (b) hereunder;
- iii) satisfies all the other criteria established in these regulations; and
- iv) had followed all those other directives which the MFA Technical Centre or the Coaches' Licensing Committee may have issued to him/her.

- (b) The instructional requisites which a coach has to follow in order to enable him/her to renew his/her licence include attendance to instructional meetings, seminars and refresher courses of such duration as the MFA Technical Centre may establish;
- l. In order to be able to renew his/her licence, a coach shall, according to the provisions of the UEFA Coaching Convention, attend a minimum of fifteen (15) hours of Continuous Professional Development (CPDs) every three (3) years. These CPDs must be attended over the three (3) years. These CPDs can take the form of organized instructional meetings, seminars and/or conferences, and these CPDs are organized by the MFA Technical Centre. Other CPDs may be organized by the local recognised coaches' association and other bodies recognized and authorized by the MFA Technical Centre to conduct such CPDs;
- ll. (i) The above-mentioned requisites are obligatory for all licensed coaches having any of the qualifications mentioned in Article 8(i).
- (ii) In the case of the following licensed coaches: UEFA Goalkeeper B, Goalkeepers' Coaching Certificate level 1, Youth Football Fitness Award, Football Fitness Coach Certificate, Match Analyst, Grassroots Leader Certificate, at least five (5) hours of the above-mentioned minimum must be in the respective specialization. The MFA Technical Centre shall decide what type of professional development sessions these must attend during the current football season in order to be eligible to renew their licence for the coming or during the coming football season.
- (c) In the case of those coaches who have been declared non-active, in order for them to obtain a licence for the coming or during the current football season, they must first have again followed a course and pass the relative examinations leading to a certificate or diploma in the same level in which they wish again to obtain a licence. Provided that the course they choose to follow may not be at a higher level than that in the level of the last certificate or diploma previously obtained and that the licence which they may be granted may not be in a higher category than the level of the certificate or diploma newly obtained.
- (iii) The MFA Technical Centre shall inform in writing all the licensed coaches about the date, time and venue of the professional development sessions scheduled to be held during the season and for which they will be required to attend. Any changes in the date, time or venue shall be similarly announced.
- (iv) New conditions for obtaining a licence for the coming or during the coming season/s decided upon by the MFA Technical Centre shall be subject to the approval of the Executive Committee of the Association and shall be made public at least four (4) months prior to the closing date of the receipt of applications for renewal of the licence for the coming season. Furthermore, licensed coaches shall also be informed in writing.
- (v) (a) Coaches wishing to be awarded a licence for the coming football season or seasons, as the case may be, must by not later than the last day of April of the current football season apply for the granting of a licence for the coming football season on the appropriate form established by the General Secretary of the Association.
- (b) The MFA shall also recognise the UEFA B, UEFA Goalkeepers B, UEFA Youth B, UEFA A, UEFA Elite Youth A, and UEFA Pro Level Diplomas/Licences awarded or issued by other UEFA Member National Football Associations that at the time of the awarding/issuing of the diplomas/licences were members of the UEFA Coaching Convention.
- (c) In order for an applicant to obtain a valid licence, the appropriate form must be filled in correctly and must be accompanied by the following application fees:
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| In the case of an UEFA PRO Licence | - €125 for one (1) year |
| In the case of a UEFA Elite Youth A Licence | - €100 for one (1) year |
| In the case of an MFA A* or an UEFA A Licence | - €100 for one (1) year |
| In the case of an UEFA Youth B Licence | - € 80 for one (1) year |
| In the case of an MFA B* or an UEFA B Licence | - € 60 for one (1) year |
| In the case of a Youth Football Fitness Licence | - € 35 for one (1) year |
| In the case of a Football Fitness Coach Licence | - € 50 for one (1) year |
| In the case of a Goalkeepers' Coach Level 1 Licence | - € 35 for one (1) year |
| In the case of a Goalkeepers' Coach Level 2** or UEFA Goalkeeper B Licence | - € 50 for one (1) year |
| In the case of a Match Analyst | - € 80 for one (1) year |
| In the case of a UEFA C Licence | - € 50 for one (1) year |
| In the case of an MFA Youth Coach* Licence | - € 20 for one (1) year |
| In the case of a Grassroots Leader Licence | - € 15 for one (1) year |

* These licences will expire at the end of the 2023 - 2024 Football Season

** This licence will expire at the end of the 2024-2025 Football Season

A coach who is employed with MFA Technical Centre shall be exempt from paying the above fees.

Provided that a coach who holds more than one (1) coaching certificate, may apply for not more than two (2) Licenses. In the latter case, s/he shall pay both licenses for the current year.

- (vi) (a) The General Secretary of the Malta Football Association, on the instructions of the Coaches' Licensing Committee, shall, by not later than the last day of May of the current football season, inform in writing all the applicants whether their application to obtain a licence for the coming season had been accepted and which type of licence had been granted to them or whether their application had been refused.
- (b) In the event that an application is refused, the applicant shall be refunded half of the application fee.
- (c) The General Secretary of the Association shall, by not later than the 15th June, send to all Member Clubs, Member Associations and Football Nurseries an official list of those coaches who had been awarded a licence for the coming season and the type of licence awarded to them.
- (vii) (a) In the event that an applicant does not agree with the decision of the Coaches' Licensing Committee either because the application had been refused, except in the case of a refusal due to the fact that he does not have a respectable reputation and is not of a sound moral character, or because the licence granted does not correspond with the type of licence that s/he had applied for, shall have the right to request the Coaches' Licensing Committee to reconsider its decision.
- (b) Such a request must be made in writing giving the reasons why the decision of the Coaches' Licensing Committee was incorrect, must be filed with Secretariat of the Association within ten (10) days of the receipt by the applicant in writing of the decision of the Coaches' Licensing Committee and must be accompanied by a deposit of fifty euro (€50). This deposit shall be forfeited if such request is turned down. If the request is upheld, it shall be in the discretion of the Committee whether to refund the deposit in full or in part.
- (c) In the event that an applicant does not agree with the decision of the Coaches' Licensing Committee because the application had been refused on the grounds that he does not have a respectable reputation and/or that he is not of a sound moral character, he shall have the right to lodge an appeal to the Appeals Board of the Association established in the Association's Statute. The filing of the appeal and the hearing and determination of the appeal shall be in accordance with the relative rules of the Appeals Board established in the Association's Statute.
- (d) Pending the reconsideration of the application or the determination of the appeal, as the case may be, the original decision of the Coaches' Licensing Committee shall stand. The decision of the Coaches' Licensing Committee on reconsideration or the decision of the Appeals Board, as the case may be, shall be final and binding.
- (viii) (a) A Coach who has not filed an application for the granting of a licence within the time-limit mentioned in sub-clause (v)(a) above or who after such coach had been granted a licence obtains a higher qualification which entitles such coach to upgrade the current licence or whose application was held to be invalid, may file a late application.
- (b) In order that a late application may be considered, it must be made on the appropriate form established by the General Secretary of the Association and must be accompanied with an application fee that corresponds to the relative amount as mentioned in sub-clause (v)(c) above together with a penalty fee amounting to twenty-five percent (25%) of this amount, but in any case never less than ten euro (€10). However, if this late application is made on account of the fact that the applicant has obtained a higher qualification, the fee payable will be the same as mentioned in clause (v)(c) above.
- (c) In such case, it shall be in the absolute discretion of the Coaches' Licensing Committee whether to award the requested type of licence or any licence at all.
- (d) If such an application is turned down, the decision shall be final and binding and the coach shall be refunded with half of the application fee.
- (e) A coaching licence issued under the provisions of this clause shall only be valid until the end of the term of such licence as established by the MFA Technical Centre.

Amended: **10. Non-active Coaches**
30-06-22

- (i) In the case that a coach fails to renew the coaching licence for three (3) consecutive football seasons, the coach's licence is automatically revoked. In such case where the licence is not renewed by the Coaches' Licensing Committee for, the Coaches' Licensing Committee shall have the right to declare such a coach as a non-active one and shall inform the coach in writing of such decision. In the case that a coach fails to renew the coaching licence for one (1) season or even two (2) consecutive seasons, to obtain a coaching licence which may be considered as valid, that coach is required to submit payment of the previous annual applied licence/s.
- (ii) (a) A coach who is adjudged as a non-active one shall have the right to appeal such decision.
- (b) Pending the appeal procedure, the decision of the Coaches' Licensing Committee shall remain in effect.
- (c) Appeals from such a decision are regulated by the relevant provisions of the Appeals Board of the Malta

Football Association as established in the Association's Statute.

- (iii) In the case of a coach's licence which has been automatically revoked, the non-active coach is required to read the necessary courses once again to become an active coach (as specified in article 9 (ii) c).

- (d) On any such appeal, a coach shall be entitled to be aided by a person of his own choice provided that such person is not serving a period suspension imposed by the Association or had not been declared a *persona non grata* by the Association.
- (e) The decision of the Appeals Board shall be final and binding.

11. Coaches in Possession of Foreign Qualifications

Amended:
23-02-21

- (i) A coach who is in possession of a valid UEFA Coaching Licence issued by another UEFA Member National Football Association that is a member of the UEFA Coaching Convention shall have the right to be awarded a licence by the Coaches' Licensing Committee for the coming or the current season in the same category of the licence issued by such other UEFA Member Association, provided that the conditions of Article 9(ii)(a) are met and the relative fee is paid.
- (ii) In the case of a coach who is in possession of a coaching diploma or licence awarded or issued by any other FIFA Member National Football Association, it shall be in the sole discretion of the Coaches' Licensing Committee as to whether to grant a licence to such a coach and in which category. Before issuing a licence to such a coach, the Coaches' Licensing Committee may require such coach to undergo a Refresher Course in Malta or abroad and/or to assess him. In either case the Coaches' Licensing Committee shall give sufficient notice to the coach concerned.
- (iii) In order to be granted a licence, such a coach must follow the relative provisions contained in Article 9 of these regulations.
- (iv) A coach who is in possession of a coaching licence/diploma awarded or issued by another FIFA Member National Football Association and who is awarded a licence by the Coaches' Licensing Committee, shall be subject to and must abide with all the other rules mentioned in these regulations and shall be subject to all the other rules and regulations of the Association.

Amended:
23-02-21
27-07-21
30-06-22

12. Qualified Coaches Engaged by Member Clubs

- (i) The Association shall ensure that Member Clubs engage only licensed Coaches for their teams.
- (ii) The MFA shall not recognize as the head coach of any of the teams mentioned in clause (iii) hereunder a person who is not in possession of a coaching licence in at least the category therein mentioned.
- (iii) Member Clubs must engage with them for their different teams at least one coach (head-coach) who is in possession of a valid licence issued by the Coaches' Licensing Committee for the current season. Such a coach must be in possession of a valid licence that satisfies the undermentioned minimum levels:

(a) First Team of a Premier League Club	- UEFA Pro Licence
(b) First Team of a Challenge League Club	- UEFA A Licence
(c) First Team of an Amateur League Club	- UEFA B Licence
(d) Youth League Team (Section A and B)	- UEFA A Licence
(e) U17 (Section A and B), U15 (Section A and B), U14 (Section A)	- UEFA B Licence
(f) Other Youth, U17 & U15, U14, U13, U12, U11, U10, U9	- UEFA C Licence
(g) U8, U7, U6	- Grassroots Leader Licence*
(h) Head Coach of a Licence A Nursery	- UEFA Elite Youth A Licence
(i) Women's Football	- UEFA C Licence
(j) First Team of a Premier League Club and Challenge League Club, Youth League Team, U17, U15, U14 (Section A)	- Goalkeepers' Coaching Level 2 Licence**/ UEFA Goalkeeper B Licence***
(k) First Team of an Amateur League Club and the remaining Youth age categories	- Goalkeepers' Coaching Level 1 Licence
(l) First Team of a Premier League Club and Challenge League Club, Youth League Team, U17, U15, U14 (Section A)	- Football Fitness Coach Licence****
(m) First Team of an Amateur League Club and the remaining Youth age categories	- Youth Football Fitness Licence
(n) All age categories	- Match Analyst Licence***

* from season 2024/25: UEFA C and can be assisted with a Grassroots Leader licence coach.

** The Goalkeepers' Coaching Level 2 Certificate is being replaced with the UEFA Goalkeeper B Diploma course.

*** The MFA Technical Centre may grant temporary exemptions which, in any case, will expire at the end of the football season 2024-2025.

**** Football Fitness Coach Level2 Certificate is being replaced with the Football Fitness Coach Certificate. The MFA Technical Centre may grant temporary exemptions which, in any case, will expire at the end of the football season 2024-2025.

Furthermore, coaches engaged by Member Clubs as Assistant Coach shall have the following minimum qualification:

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| (a) Premier League | - UEFA A License |
| (b) Challenge League; Youth League (Section A and B) | - UEFA B License |
| (c) U17 & U15 (Section A and B), U14 (Section A) | - UEFA C Licence |
- (iv) Member Clubs may engage a Technical Director who is a qualified coach and shall qualify in such a position only if s/he is in possession of a valid licence that satisfies the minimum level of their first team coach (head coach).
- (v) Notwithstanding the conditions contained under (a) and (b) of clause (iii) above, the MFA Technical Centre may exempt a coach from the application of this rule for the duration of one season only in the case that such coach was the coach for the previous season of the team that has just won promotion to a higher division provided that a request to this effect is made by the coach and the promoted Club concerned. However, in such a case, the MFA Technical Centre may impose conditions with which the coach and the Club must abide. Failure to abide by such conditions, if any, may result in the withdrawal of the exemption.

Where such request is made, the coach may be directly admitted to participate in the first available course of the higher qualification that enables him/her to obtain the license required in the higher division.

- (vi) **Without prejudice to the minimum requirements established in clause (iii) above, the Association shall not recognize as an assistant coach of any team a person who is not in possession of at least a UEFA C Licence.**
- (vii) Recognized Football Nurseries must have such coaches who are in possession of a valid licence in such category as may be stipulated in the MFA Regulations for the Licensing of Football Nurseries.
- (viii) On being found guilty by the Control and Disciplinary Board of the Association of any of the following, a licensed coach shall be punished with a fine which may not exceed one thousand two hundred euro (€1200) and/or with the suspension of his licence for a period which may not exceed two (2) years.
 - (a) A licensed coach who enters into a simulated agreement with a Member Club and/or a Licensed Football Nursery in connection with coaching duties;
 - (b) A licensed coach who manifestly misuses his license to allow another less qualified coach to act in his stead;
 - (c) A coach who acts at a level that s/he is not licensed to act in.

In any of the cases mentioned in this sub-article, the Control and Disciplinary Board shall also punish the Member Club for which the coach/es act with a fine which shall be not less than one thousand two hundred euro (€1200) but may not exceed three thousand euro (€3000).

The Coaches' Licensing Committee shall refer any such situations to the General Secretary who shall refer the matter to the Control and Disciplinary Board.

- (ix) (a) As a rule, a coach, a football fitness coach or a goalkeeper coach who is engaged with a Member Club and/or Football Nursery may not during the term of his engagement enter into another engagement with another Member Club and/or Football Nursery for the remaining period of his engagement with such Member Club and/or Football Nursery.
 - (b) However, the MFA Technical Centre may allow such a coach to enter into a new engagement with another Member Club and/or Football Nursery for the remaining period of his previous engagement provided that both the Member Club and/or Football Nursery and the coach concerned make a joint written request to the Association specifying special circumstances why such request should be allowed. The Executive Committee may accede to such request only if it is satisfied that such special circumstances prevail.

*Amended:
03-08-18
23-02-21*

13. Agreements between Licensed Coaches and Member Clubs

- (i) A licensed coach who desires to render his coaching services to a Member Club must have a written agreement with the Member Club concerned.
- (ii) A licensed coach may not have an agreement with more than one Member Club for the same period.
- (iii) (a) Any agreement entered into between a Member Club and a licensed coach shall not be valid unless such an agreement had been approved by the Club's Management Committee. Furthermore, such an agreement must be signed by the coach and on behalf of the Member Club concerned by its President, Secretary and Treasurer, provided that these officials are duly recognised in their respective office by the Association.
 - (b) If at the time of the signing of such an agreement the Member Club concerned has no President and/or Secretary and/or Treasurer who is duly recognised by the Association, or if any of these officials is abroad, their deputies or any other member of the Member Club's Management Committee concerned, provided that these are recognised by the Association as members of such Club's Management Committee and provided that they are so authorized by the Clubs' Management Committee to sign, may sign in their stead.
 - (c) An authenticated copy of the agreement must be filed with the MFA's Secretariat within fourteen (14) days of the signing of the agreement.
- (iv) In order that such an agreement may be considered valid, it must contain the date of the signing of the agreement, the period of the validity of the agreement, the object of the contract, the rights and obligations of the parties, the remuneration payable to the coach, and the signatures of the parties. Furthermore, such an agreement must not be in conflict with the rules and regulations of the Association. In the latter case, if only a clause or some clauses are in conflict with the rules and regulations of the Association but the rest of the agreement is deemed to be valid, only such clause or clauses shall be deemed invalid.
- (v) (a) The Association shall recognise a modification of an agreement or a termination of an agreement between a licensed coach and a Member Club only if such a modification or termination is not in conflict with the rules and regulations of the Association and if an authenticated copy of such a modification or termination

- is filed by the Member Club concerned with the Secretariat of the Association within fourteen (14) days of the signing of the relative instrument.
- (b) The Secretariat of the Association shall inform in writing the coach concerned of the receipt of a copy of an agreement or modification of an agreement or a termination of an agreement.
 - (c) The failure of a Club to file with the Secretariat of the Association an authentic copy of an agreement or a modification of an agreement or a mutual termination of an agreement between such Club and a coach within fourteen (14) days of the signing of such an instrument shall be deemed to be a serious offence. A Club which is found guilty by the Control and Disciplinary Board of the Association of the offence of having failed to file a copy at all shall be punished with a minimum fine of two hundred and fifty euro (€250) whilst a Club which is found guilty of having filed a different copy shall be punished with a minimum fine of seven hundred euro (€700).
- (vi) (a) When an agreement, a modification of an agreement or a termination of an agreement between a Club and a licensed coach has been filed with the Association, the coach concerned shall have the right to ask the Secretariat of the Association for an official copy of such an agreement, modification or termination and the Secretariat of the Association shall provide him with such a copy after the payment by the coach of such fee as may be established by the General Secretary.
- (b) If the coach deems that the copy of the agreement, modification or termination of an agreement filed by the Club with the Secretariat of the Association is not an authentic copy of the instrument signed by him, or in the case that the Club had failed to file at all an authentic copy of such an instrument, the coach concerned shall have the right to lodge a complaint with the Association. Such a complaint shall only be valid if it is made in writing, is filed with the Secretariat of the Association within thirty (30) days of the signing of the agreement between the coach and the Club and is accompanied by the relative fee.
 - (c) Any such complaint shall be dealt with by the Complaints Board of the Association. If the Board finds that the complaint is justified, it shall order the Club to provide it with an authentic copy of the instrument signed between the Club and the coach within such time-limit as may be decided upon by the Board, shall order the refund of the fee to the coach and shall refer the matter to the Executive Committee of the Association for any disciplinary action which the Executive Committee may deem fit to be taken against the Club for having failed to file an unauthentic copy of the instrument or for having failed to file at all an authentic copy of such an instrument. If the Executive Committee deems that disciplinary action is warranted it shall refer the case to the Control and Disciplinary Board of the Association to deal with the case in accordance with the rules and regulations of the Association.
 - (d) If the Club fails to provide the Complaints Board with an authentic copy of the instrument within the time limit established by the Board, the Board shall ask the coach to provide it with an authentic copy of the instrument within such time limit, as may be decided upon by the Board.
 - (e) If the Board is satisfied that the copy of the instrument provided by the Club or by the coach is an authentic copy, it shall order the Secretariat of the Association to replace the original copy filed with the Association with such other copy as the Board deems to be authentic or to file such a copy if no such copy had been filed at all. Such an order shall be without prejudice to the validity of the agreement, modification or termination or any other shortcomings which the instrument may contain in accordance with the other rules and regulations of the Association.
 - (f) If both the Club and the coach fail to provide an authentic copy of the instrument within the established time limits, the Board shall refer the matter to the Executive Committee of the Association for the cancellation of the instrument, if an instrument had been filed.
 - (g) If the Board does not accept the complaint of the coach, it shall order the forfeit of the complaint's fee in favour of the Association.
 - (h) In the case that an instrument had been filed by the Club, both in the case that the coach concerned had failed to lodge a complaint with the Association in the manner and within the time-limit mentioned in sub-clause (b) above, even if the Association did not inform the coach that a copy of an instrument signed by him had been filed by the Club with the Secretariat of the Association, and in the case that the Board rejects the complaint of the coach with regards to the authenticity of the copy of the instrument, the copy of the instrument filed by the Club with the Association shall be deemed for all intents and purposes to be an authentic copy of the instrument signed between the Club and the coach and its authenticity may not be further questioned.
- (vii) Copies of agreements, modification of agreements and termination of agreements between clubs and coaches shall be made accessible only to the President and the General Secretary of the Association, to the parties to the agreement and to those employees and Bodies of the Association dealing with such matters as would necessitate the accessibility to such instruments and to such other persons and/or public authorities as may be required by law.

- (viii) In the event that the Secretariat of the Association deems that an agreement or a modification of an agreement or a termination of an agreement between a Club and a coach does not comply with the rules of the Association, it shall notify the Club and the coach concerned. If such Club and/or coach fail to take all the necessary remedial action and actually comply with the rules of the Association with regards to such an agreement or modification or termination within three (3) days of such notification, the Secretariat of the Association shall bring such matter to the attention of the Executive Committee of the Association. If in the opinion of the Executive Committee the agreement or modification or termination is not in accordance with the rules of the Association it shall declare such agreement or parts of it or modification or parts of it or termination invalid.
- (ix) (a) The loss of the licence by a coach or the non-renewal of the licence of a coach entitles the Member Club with which the coach is engaged to terminate an agreement between them.
- (b) The suspension of the licence of a coach will automatically suspend an agreement between a coach and a Member Club until such time as such licence is suspended.
- (x) (a) Claims made by a coach against a Member Club or by a Member Club against a coach, regarding financial matters must be in writing and made by not later than one (1) year from the date on which the claim originates.
- (b) Claims submitted after the time limit mentioned in sub-clause (a) above may only be considered if in the opinion of the Executive Committee of the Association special circumstances exist justifying the delay.
- (c) The Complaints Board of the Association shall be competent to deal with claims made by coaches in accordance with the provisions of the Association's Statute and the other rules and regulations of the Association.
- (d) In the case of a decision of the Complaints Board, or if such decision has been appealed, in the case of a decision of the Appeals Board, if such decision had condemned a Member Club to pay financial benefits to a coach, the coach concerned will have the right to ask the Association to make the Club execute that decision within the time limits mentioned in the decision by those means that the Association may have at its disposal.
- (e) For the purpose of this rule, the Football Nursery of Member Club shall be deemed to have had acted on behalf of the Member Club concerned even if the formalities mentioned in clause (iii) above had not been followed.
- (xi) A coach whose engagement with a Member Club is terminated may not be engaged with another Member Club in the same division during the same season. A coach may not be engaged with another Member Club in the same competition in the same season, in any capacity.
- (xii) The provisions of this article shall apply *mutatis mutandis* to recognised Football Nurseries.

**ANNEX
Coach Education Structure**

