

HELLENIC FOOTBALL FEDERATION



Regulations of the Status and Transfer of Players

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REGULATIONS ON THE STATUS AND TRANSFER OF PLAYERS

Based on Article 2 of the Hellenic Football Federation Statutes, the Board of the Hellenic Football Federation amended the following Regulations and its Appendices A and B, which form an integral part thereof and the General Assembly of the Hellenic Football Federation ratified it

I. INTRODUCTORY PROVISIONS

DEFINITIONS

For the purpose of these Regulations, the terms set out below are defined as follows:

1. **FIFA:** The Federation International de Football Association.
2. **Federation/Association:** A football federation/association recognised by FIFA. It is a member of FIFA, unless otherwise defined in the context thereto.
3. **League:** An association of clubs, affiliated to the Hellenic Football Federation and member thereof.
4. **Confederation:** A group of associations recognised by FIFA that belong to the same continent (or assimilable geographic region).
5. **Club:** Any organisation that is a member of an association, regardless of its legal form (private entity, professional club) that participates with its team in a Hellenic competition.
6. **Official:** Every board member, committee member, referee and assistant referee, coach, trainer, and other persons responsible for technical, medical and administrative matters in HFF, a League or a club.
7. **Player:** Any football player registered with HFF for a club.
8. **Former association:** The Association to which the Former Club is affiliated.
9. **Former club:** The club that the player is leaving.
10. **New Association:** The association to which the new club is affiliated.
11. **New Club:** The club that the player is joining.
12. **Official Matches:** The matches played in the framework of Organised Hellenic Football, such as national league or regional championships, national or regional cups, not including friendly and trial matches.
13. **Organised Hellenic Football:** The football organised and held by the HFF or its member associations, by appointment.
14. **Protected Period:** A period of three entire Seasons or three years, whichever comes first, following the entry into force of a contract, if such contract was concluded prior to the 28th birthday of the professional, or to a period of two entire seasons or two years, whichever comes first, following the entry into force of a contract, if such contract was concluded after the 28th birthday of the professional.

15. **Transfer Period - Period of Transfers:** A period set out by the HFF (see Article 6 par. 2).
16. **Season:** The period starting with the first official match of the relevant professional competition or the Hellenic cup and ending with the last official match. This definition for the season, concerns and serves solely the requirements of the present Regulations.
- Minor:** A player who has not yet reached the age of 18.
17. **Academy:** an organisation or an independent legal entity whose primary, long-term objective is to provide players with long-term training through the provision of the necessary training facilities and infrastructure. This shall primarily include, but not be limited to, football training centres, football camps, football schools, etc.
18. **Transfer Matching System (TMS):** a web-based data information system with the primary objective of simplifying the process of international player transfers as well as improving transparency and the flow of information. Reference is also made to the Definitions section in the FIFA Statutes.
- 19.

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

Abbreviations:

HFF: Hellenic Football Federation

PP: Player Passport

ITC: International Transfer Certificate

FGR: Football Games Regulations

FC: Professional Football Club

PAPP: Panhellenic Association of Professional Players

Note: The provisions of the Regulations highlighted in bold are changes.

I. INTRODUCTORY PROVISIONS

Article 1 General Principles – Scope– Purpose

1. The present Regulation and its Appendices A B and C, establish binding rules governing and concerning the following:

- players status;
- registration - transfer of players in Greece;
- their eligibility to participate in the Organized Hellenic Football;
- the principle that contracts must be respected;
- the principle that contracts may be terminated for just cause;
- the principle that contracts may be terminated for sporting just cause;
- the principle that contracts cannot be terminated during the course of the season;
- the principle that in case of termination of contract without just cause, compensation shall be payable and that such compensation may be stipulated in the contract;
- the principle that in case of termination of contract without just cause

2. Appendices A, B and C shall form an integral part of the present Regulation. Appendix A regulates and refers to matters concerning Professional Players and Appendix B regulates and refers to matters concerning Amateur Players and Appendix C matters of issue of players cards

3. The provisions and adjustments of the present Regulations and its Appendices A , B and C, aim at:

- a) the introduction and implementation of compulsory provisions for international football, as foreseen and set out in the FIFA Regulations for the Status and Transfer of Players;
- b) the harmonization with compulsory provisions of the European Union and more specifically the agreements between the European Union on the one hand and UEFA on the other;
- c) the respect of labor legislation;
- d) the protection of the organized Hellenic Football

II. STATUS OF PLAYERS

Article 2. Status of amateur and professional players

1. Players participating in the Organised Hellenic Football are either Amateurs or Professionals.

2. A Professional is a player who has a written contract with a club and is paid more than the

expenses he effectively incurs in return for his footballing activity. All other players are considered to be amateurs.

Article 3 Reacquisition of an amateur status

1. A player registered as a professional may not re-register as an amateur until at least 30 days after his last match as a professional
2. No compensation is payable upon reacquisition of amateur status. If a player is re-registered as a professional within 30 months past the reacquisition of his amateur status, the player and his new club are jointly and severally responsible for any existing debts in the form of compensation for contractual breach, arising from any rulings from the jurisdictional organs against the player.
3. An amateur is free to obtain his professional capacity only during the transfer season.

Article 4 End of football activity

1. Professionals who end their careers on expiry or termination of their contracts and amateurs who terminate their activity, shall remain registered at the federation of their last club for a period of thirty (30) months
2. This period begins on the day following the one that the player made his last appearance for the club in an Official Match

III. REGISTRATION OF PLAYERS

Article 5 Registration

1. A player must be registered with the HFF to play for a club as either a Professional or an Amateur in accordance with the provisions of Article 2. Only registered players are eligible to participate in the Organised Hellenic Football.
2. As registration it is considered:
 - a) the first registration, that is, when a player has never before been registered with a club;
 - b) the re-registration, that is, when a player is free and registered with a club;
 - c) the domestic transfer, that is, when a player is transferred from one club to

another;

- d) the international transfer, that is, when a player is transferred from a team of another Federation to a Greek club.

The application for registration contains a clause stating that the player agrees to abide by the Statutes and Regulations of the HFF, UEFA and FIFA. Upon registration, the player may play in any team of the club, that is, A - Youth - Junior, provided it is permitted by the regulations of the relevant competition.

- 3. A player may only be registered for one club at a time, without prejudice to the provisions of Article 7
- 4. Players may be registered for a maximum of three clubs during the period from 1 July until 30 June of the following year. During this period, the player is only eligible to play in Official Matches for two clubs. By way of exception to this rule, a professional footballer who moves between two teams of federations with overlapping game periods (ie, beginning of the summer / autumn season, unlike winter / spring) may compete in official matches for a third during the relevant season, provided that he has fully complied with his contractual obligations towards his previous teams. Similarly, forecasts relating to the transfer periods, as well as the minimum duration of a contract, must be respected. In particular, a player may not compete in official matches for more than two teams that compete in the same national championship or cup during the same match period

Article 6 Registration-Transfer Periods

- 1. Professional players may be registered only during the two transfer periods of each year.
- 2. The first transfer period starts from July 1st and ends on August 31st, and the second starts from January 1st and ends on January 31st of each year.
- 3. As an exception to this rule, a professional player whose contract has been terminated following a ruling by the competent jurisdictional organ and not by common consent during a transfer period but before its end, may be registered outside the aforementioned time constraints for the two periods, extending his right for the days between the beginning of the transfer period and the issue of the ruling terminating his contract.
- 4. Any change to the transfer periods is notified to FIFA and applies past the term of 12 months from its notification.
- 5. Players are registered - bar the exception stated before under Article 6 par. 3 - only if an application by the club is submitted timely to the HFF during the transfer period, pursuant to Appendix C.
- 6. The present provisions pertaining to transfer seasons, do not apply to Amateur players. With regards Amateur players, the provisions of Appendix B hereof, shall apply.

Article 7 Loand of Professionals

1. A professional may be loaned to another club on the basis of a written agreement between him and the clubs concerned. Such a loan is subject to the same provisions that apply for the transfer of players.
2. Without prejudice to Art. 18 par. 1, the minimum period of loan shall be the time between two Registration Periods
3. The club that has accepted a player on a loan basis is not entitled to transfer him to a third club without the written authorization of the club that released the player on loan and of the player concerned.
4. Upon expiration of the loan period or the termination of the contract, player returns automatically to the club that loaned him, provided that his contract with it has not expired.
5. The loaning period shall be taken into account in the original contract signed by the player without the possibility of extending its term.
6. The termination of a loaned player's contract requires the agreement between the two clubs and the player.
7. In the event of termination of the contract due to the Club, the player returns to the Club that loaned him and may compete from the beginning of the new or the current transfer period and the default Club is obligated to compensation of the fees stated in the loan contract, up until the beginning of the transfer period, increased by 50%.
8. In the event of termination of the contract by default of the Player, the club is not obligated to pay any compensation, he returns to the club that loaned him and play; furthermore he shall receive fees only from the beginning of the new transfer period.

Article 8 Non Registered Players

If a player that is not registered with the HFF participates in an official match, that player shall be deemed that he participated illegally and the match is awarded to the other club, pursuant to Article 23 par. 11 of the Football Games Regulations. Given that participation of players in matches is permitted only upon issue of the Player Passport, further sanctions shall be imposed to the club and the player for falsification, pursuant to Article 23 par. 12 of the Football Games Regulations.

Article 9 Enforcement of Disciplinary Sanctions

1. Any disciplinary sanction of up to four matches or up to three months that has been imposed on a player registered at the HFF by the former association but not yet (entirely) served by the time of the transfer, shall be enforced by the HFF in order for the sanction to be served. When issuing the ITC, the HFF shall notify the new association via TMS (for players to be registered as professionals) or in writing (for players to be registered as amateurs) of any such disciplinary sanction that has yet to be (entirely) served.

2. Any disciplinary sanction of more than four matches or more than three months that has not yet been (entirely) served by a player, shall be enforced by the HFF when the player is registered only if the FIFA Disciplinary Committee has extended the disciplinary sanction to have worldwide effect. Additionally, when issuing the ITC, the HFF shall notify the new association via TMS (for players to be registered as professionals) or in writing (for players to be registered as amateurs) of any such pending disciplinary sanction

IV. MAINTENANCE OF CONTRACTUAL STABILITY BETWEEN PROFESSIONALS AND CLUBS

Article 10 Respect –Keeping of contract

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

a) The contractual date of termination of a contract shall always be the
date before the beginning of a transfer season.

b) The termination of a contract by mutual consent is effected in writing and in compliance with all the terms and conditions required for the execution of a contract, setting out the date of termination of the contract, as well as all other stipulated matters.

c) The termination of a contract with mutual agreement is permitted, without limitation, throughout the full term of its force.

2. A contract between a Professional and a Club may be terminated at any time, without fault for both parties, due to:

a) physical inability of the player to fulfil the term of the contract, due to total disability or death;

b) legal default of the Club, and more specifically bankruptcy, revocation of permit, relegation to an amateur division;

- c) partial disability of the player, as more specifically set out in Article 13 of Appendix A.

Article 11 Termination of a contract due to just cause

1. A contract may be terminated by either party without consequences of any kind to the non-defaulting party in the case of just cause.
2. The determination of the just cause, with the exception of the indicative cases referred to in the present Regulations, is established on a case- by-case basis.
3. In the event of termination of the contract:
 - a) sporting sanctions are imposed on the defaulting party, provided that the breach took place during the protected period;
 - b) a compensation payment to the non-defaulting party is imposed.
4. As a just cause for the termination of the contract are deemed the following:
 - a) non-payment of the monthly salaries of the player for a total period of three (3) months;
 - b) non-payment of bonuses to the player for a total period of two (2) consecutive months;
 - c) non-payment of any instalment stated in the contract for a period more than thirty (30) days;
 - d) non-payment on behalf of the Club of amounts due regarding the social security of the player, for a period of three (3) months;
 - e) non-execution of a private insurance policy on behalf of the Club or the relevant sports Professional Association, for a period of over 45 days from the beginning of the relevant competition;
 - f) the punishment of the player for using prohibited substances or methods (doping);
 - g) the punishment of the Club for inciting the player to use prohibited substances or methods (doping);
 - h) the punishment of the player for a disciplinary offence, with a ban exceeding eight (8) match-days or 2 calendar months for a one-year contract, over six months for a three-year contract and over 8 months for a five-year contract;
 - i) the grave cause defined in accordance with the concept of the Hellenic labor legislation.
5. The player's final punishment for offenses of articles 17 to 23 of the Disciplinary Code of the HFF by the competent Disciplinary Officers of the HFF constitutes a major reason for terminating the contract.

Αρθρο 12 Terminating a Contract for Sporting Just Cause (significant cause)

The existence of a significant reason is a reason for terminating the contract for a legitimate sporting cause, whether it is in the face of a player or a team. The conditions for the assistance of a major reason are considered according to the defined meaning by the Greek labor law.

1. An established professional who has, in the course of 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 only terminate his contract on this basis in the 15 days following 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-by-case basis. Due consideration shall be given to the player's circumstances in the appraisal of such cases.
 4. In the event of terminating a contract for sporting just cause, no sporting sanctions are imposed, either on the Player or the Club, though the payment of a compensation to the club is possible.

Article 13 Restriction on Terminating a Contract During the Season

A contract cannot be unilaterally terminated during the course of a Season, without prejudice to the provisions of Article 10 and 11

IV. MAINTENANCE OF CONTRACTUAL STABILITY BETWEEN PROFESSIONALS AND CLUBS

Article 14 Consequences of termination of a contract without just cause

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

1. In all cases, the party in breach of the contractual terms shall pay compensation. The amount of the compensation due to the non defaulting party on account of a contractual breach either during the protected period or without the protected period, may be determined in the contract by the two parties.
2. The following shall apply in the event that the amount of the compensation is not set out in the contract or in the event that the amount set therein is less than the amounts set forth:
 - a) In the case where the contract is terminated due to a Professional Club's default outside the protected period, then the Club shall pay the player the following fees:
 - i) the player's regular monthly salary for the remaining time until the end of the next transfer period after the current one when contract termination takes place, as well as the proportionate holiday bonus and holiday benefit, and

- ii) an amount of money which is equal to the total sum of the remaining instalments of the contract until the expiration of the contract's Term, divided by the total number of the remaining transfer periods.
3. In the case that the termination of the contract is due to player's default, compensation is due and payable solely on the basis of the three following reasons:
- a) Due to misleading the Club by using false information with regards the documents required for the execution of the contract and the issue of the Player Passport;
 - b) Due to breach of the existing contract by any means whatsoever, aiming at the execution of a new contract with another club;

The compensation due in the aforementioned cases is proportionate and respective to the provisions of par. 2a i) and ii).

If the contractual breach (par. 3b) occurs during the protected period, the amounts foreseen by the provisions of par. 2a i) and ii) are paid double.

4. Entitlement to compensation cannot be assigned to a third party. If a professional is required to pay compensation, 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 defaulting party found to be in breach of contract during the Protected Period, as follows:
- a) The defaulting player shall be sanctioned with restriction of four months on his eligibility to play in official matches. In the case of aggravating circumstances, the restriction may be extended up to six months. This sporting sanction shall be served from the beginning of the new Season for the New Club.
- b) The defaulting club shall be banned from registering any new players by any means whatsoever, either nationally or internationally, for two Registration Periods.
6. Unilateral breach without just cause 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 player a new protected period starts
8. Any Club or person subject to the Statutes and Regulations of the HFF, UEFA, FIFA (club officials, players' agents, players, etc.) who acts in a manner designed to induce a breach of contract between a Professional and a club in order to facilitate the transfer of the player shall be sanctioned with the respective penalties foreseen by the present Regulations or the relevant regulations, unless the unless the opposite is proven, that each team signing with a professional who has terminated / interrupted his contract without a legitimate cause has prompted that professional to breach the contract. In this case, the team will be allowed to register new footballers, either native or foreign, only during the transfer period following the full execution of the relevant sports penalty. In particular, it is still not allowed to use the exemption and temporary measures laid down in Article 6 (3) of this Regulation to register footballers earlier.

Article 15. Special Provisions Relating to Contracts Between Professionals and Clubs

- 1a) The minimum length of a contract shall be from the date of its entry into force to the end of the Season, while the maximum length of a contract shall be five years. Players under the age of 18 may not sign a professional contract for a term longer than three years.
- b) The Protected Period shall be a period of three entire Seasons or three years, whichever comes first, following the entry into force of a contract, if the contract was concluded prior to the 28th birthday of the Professional. The Protected Period shall be a period of two entire Seasons or two years, whichever comes first, following the entry into force of a contract, if the contract was concluded after the 28th birthday of the Professional.
- 2a) A club intending to conclude a contract with a Professional must inform in writing the

current club for which the player is registered in order to receive its consent, before entering into negotiations with that Professional. If there is no written consent and the negotiations continue, the club shall be sanctioned pursuant to the provisions of Article 17 par. 6 hereof.

b) A Professional shall only be free to conclude a contract with another club if his contract with his present club has expired or will expire within six months. In this case, the club interested must inform in writing the current club for which the player is registered on the beginning of the negotiations, though in this case the consent of the latter is not required. Each breach of this provision concerning the written notification, shall be sanctioned with a fine between thirty thousand Euro (30.000€) and one hundred thousand Euro (100.000€), case accordingly.

3. The validity of a contract does not depend on:

- a) the condition of a positive medical examination of the player, or
- b) the securing of a work permit medical for the player, or
- c) its prompt filing by the new club to the competent organs, or
- d) the issue of the Player Passport.

The new club is responsible for securing all of the aforementioned prior to the execution of the contract, and any default or non-compliance by the club, constitutes an absolute breach of contract without just cause.

4. If a Professional executes more than one contract covering the same period, with the exception of the case in Article 10, the provisions of Article 17 par. 3 case b shall apply, because the execution of the second contract constitutes a termination of the first contract without just cause.

5. If a player's agent is involved in the negotiation of a contract, he must be named in that contract and also sign the contract, pursuant to Article 9 par. 4 of Appendix A

Article 16a Επιρροή τρίτων σε ομάδες

1. No club shall enter into a contract which enables any other party to that contract or any third party to acquire the ability to influence in employment and transfer-related matters its independence, its policies or the performance of its teams.
 2. The FIFA Disciplinary Committee may impose disciplinary measures on clubs that do not observe the obligations set out in this article.
 3. The HFF Disciplinary Committee may impose disciplinary measures on clubs that do not observe the obligations set out in this article.
- a)** A fine between ten thousand Euro (10,000€) and fifty thousand Euro (50,000€).
b) Transfer ban

Article 16b Arrears – Additional Sanctions

1. Teams must comply with their financial obligations towards footballers and other groups, in accordance with the terms set out in their contracts with their professional footballers.
2. If a team is delayed in one due payment, which concerns only a contract installment or a salary, for a period exceeding three (3) months without there is a written agreement on this, apart from the others independent and binding legal consequences as above, delay even involves the termination of the contract as set out in the previous Articles, may impose the following penalties:
 - (a) warning
 - b) reprimand
 - (c) a fine
 - (d) a ban on the acquisition of domestic or foreign footballers for one or two complete consecutive transcription periodsThe above penalties may also be imposed cumulatively
3. Penalties are imposed by the Disciplinary Committee of the Hellenic Football Federation. at the request of the creditor (player or team) A prerequisite for the enforcement of the penalties of this article is the service of an out-of-court statement by the creditor to the debtor group requesting to comply with its financial obligations within ten (10) days and non-compliance of the latter within the given deadline.
4. A repeat offense will be considered as an aggravating circumstance and will lead to more severe penalties.
5. Execution of a decision to prohibit registrations or transfers may be suspended by a decision of the same judicial body if the group complies with

its obligations, albeit with delay. By the suspension decision, the judicial body places the union under penalty for a period of six months to two years. If a group that benefits from the suspension of an earlier write-off sentence commit a new misconduct during the period under surveillance, the suspension is automatically revoked (upon request to the same court) - and the prohibition of enrollment is applied, with the additional sanction for the new offense

Άρθρο 17 Property of financial rights of players by third persons

1. No team or footballer will enter into a contract with a third party under which the third party acquires the right to participate, in whole or in part, in compensation paid in connection with a future transfer of a player from one team to another, or any rights are assigned in relation to a future one transfer or transfer compensation.
2. The prohibition in paragraph 1 shall enter into force on 1 May 2015.
3. Agreements covered by paragraph 1 and dated prior to 1 May 2015 may continue to be valid until their contractual maturity. However, their duration can not be extended.
4. The validity of contracts covered by paragraph 1 and signed between 1 January and 20 April 2015 may not be contractual in duration longer than one year beyond their date of entry into force.
5. By the end of April 2015, all existing contracts covered by paragraph 1 shall be recorded in the TMS. All teams that have signed such contracts are required to upload them as a whole, including possible amendments to the TMS, specifying the details of the third party, the full name of the player and the duration of the contract.
6. The Disciplinary Board may impose disciplinary action on groups or footballers who fail to comply with the obligations laid down in this Article.

V. INTERNATIONAL TRANSFERS OF MINORS

Article 18 Protection of minors των Ανηλίκων

1. International transfers of players are allowed only if the player is over 18 years of age.
2. In this rule, the following three exceptions apply:
 - a) The player's parents move to Greece for reasons unrelated to football, or

b) The transfer takes place within the territory of the European Union (EU) or the European Economic Area (EEA) and the player is between 16 and 18 years of age. In this case the new team will have to meet the following minimum obligations by providing a written confirmation:

i. Ensuring the football player of adequate football education and training in accordance with the highest national standards.

ii. Ensuring the football player of an academic or school or professional education and training, in addition to football education and training, which will allow him to pursue a career beyond football when he stops playing professional football.

iii. He will take all necessary steps to ensure that the player is looked after in the best possible way (best possible living conditions in a host family or in a team's residence, appointment of a counselor to the team, etc.).

iv. In the event of such a transfer, the team will provide the EPA and the previous Federation with evidence that they meet all the above obligations.

c) The player is resident less than 50 km from the national border and the team to which the player wishes to be transferred to the neighboring federation is also less than 50 km from the border. The maximum distance between the home of the player and the club seat should be 100 kilometers. In such cases the player must continue to reside at his home and the two federations concerned must give their explicit consent.

3. The requirements of this article will also apply to any first-time footballer who does not have Greek nationality.

4. Any international transfer pursuant to paragraph 2 and any first entry pursuant to paragraph 3 shall be subject to the approval of the FIFA Subcommittee appointed by the Qualification Committee of Footballers for this purpose. The application for approval will be submitted by the Hellenic Football Federation. An opportunity will be given to the previous federation to disclose its position. Prior to any request from the Hellenic Football Federation. for an International Transfer Certificate and / or a first entry, the subcommittee's approval will be taken primarily. Any breach of this provision by the teams that have concluded an agreement on the transfer of the minor will be punished by the Disciplinary Committee of the Hellenic Football Federation. with six (6) points removed and a fine of one to five thousand euros.

5. The procedures for submitting applications to the sub-committee for first registration and international certificate of a minor are contained in Annex 2 of the FIFA Status and Transmission Regulation.

Article 19 Registration and Declaration of Minors of Academies

1. Clubs that operate an academy with legal, financial or de facto links to the club are obliged to report to the Hellenic Football Federation all minors who attend the academy.
2. The Hellenic Football Federation is obliged to ensure that all academies without legal, financial or de facto links to a club:
 - a) run a club that participates in the relevant national championships; all players shall be reported to the Hellenic Football Federation if the academy operates in its territory, or registered with the club itself; or
 - b) register all minors participating in the academy for education.
3. The Hellenic Football Federation shall keep a register comprising the names and dates of birth of the minors who have been reported to it by the clubs or academies.
4. Through the act of reporting, academies and players undertake to practice football in accordance with the Hellenic Football Federation and FIFA Statutes, and to respect and promote the ethical principles of organized football.
5. Any violation to this provision will be sanctioned by the **Disciplinary Committee of the Hellenic Football Federation**.
6. The present article will be in force for the declaration of all minor players who have not the Greek nationality

7. The present article and article 18 are also in force and implemented in the relative articles for registrations and transfers of minor players of Annex A and B of the present regulation.

VI. JURISDICTION – COMMITTEES

Article 20 Competence of HFF

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

- 1) Disputes between clubs and players in relation to the maintenance of contractual stability (Article 13 - 18), regarding sporting sanctions or regarding compensation for breach of contract.
- 2) Employment-related disputes between a club and a player.
- 3) Employment-related disputes between a club of a professional division and a coach.
- 4) Disputes between clubs belonging to professional divisions, that do not fall within the cases foreseen under 1 to 5.
- 5) Settling financial disputes which arise from the work relation between coaches and clubs that are not included in the previous case 3.
- 6) The characterization of players as Amateurs or Professionals on the basis of the relevant Regulations;
- 7) The control of completeness of the supporting documents and their compliance with the law, prior to issuing any Player's card;
- 8) keeping the relevant register and index of Amateur and Non Amateur Players;
- 9) Decision making on any issue that concerns the registration or transfer of a player.

- 10) Determining the characterization of players with various competitions;
- 11) To construct the provisions of the Statutes or the Regulations, concerning the registration or transfer of players;

Article 21 Players Status Committee

1. The Player's Status Committee is competent for all case foreseen in Article 20 case 6, 7, 8, 9, 10 and 11.
2. In the case of doubt with regards the competence of the Committee, the Chairman of the Committee shall decide on the referral to another competent Committee..
3. The rulings of the Player's Status Committee may be appealed before the Court of Arbitration of the Hellenic Football Federation (Appeals Division)..

Article 22 Appeals Committee for the Resolution of Financial Disputes (PEEOD)

1. The Appeals Committee for the Resolution of Financial Disputes (PEEOD) comprising five members is hereby established and operating for professional football.
2. The Committee is competent to rule on any dispute foreseen under Article 20 par. 1,2 and 3 hereof.
- 3, The chairman of the Committee and his substitute are active higher judiciaries and in the event that an active judiciary is not able to participate, then a non-active judiciary is appointed. Two members are appointed by each party, case accordingly.(Union and PSAP)
- 4.The operations and proceedings before the Committee are set out in the following Article and the Procedural Rules of the Hellenic Football Federation.
- 5.The decisions of the Financial Dispute Resolution Committee may be appealed before the Court of Arbitration of the HFF (Appeals Division), within 8 days past the notification thereof either by facsimile or registered mail with return receipt, and in all cases within fifteen days past the issue thereof.

If the aforementioned period for lodging an appeal passes idle, the rulings become final and binding, in exclusion of any and all other remedy or relief.

Article 23 Procedural Rules

-
1. As a rule, the Player's Status Committee and the Appeals Committee for the Resolution of Financial Disputes (PEEOD) shall hear and adjudicate within 10 days of receipt of a valid request. The proceedings shall be governed by the Procedural Rules of the HFF.
 2. Disciplinary proceedings for violation of these Regulations shall, unless otherwise stipulated herein, conform with the Hellenic Football Federation Disciplinary Code.
 3. The Players Status Committee and the Appeals Committee for the Resolution of Financial Disputes (PEEOD) shall not adjudicate any case of these Regulations, if a period of one year has passed since the incident constituting the basis of the dispute. Application of this time limit shall be examined ex officio in each case.
 4. The Players Status Committee and the Appeals Committee for the Resolution of Financial Disputes (PEEOD) shall, when taking their decisions, apply these Regulations whilst taking into account all relevant arrangements, as well as the specificity of sport, pursuant to the detailed provisions of Article 1 hereof.
 5. The detailed procedure for the resolution of disputes arising from the application of these Regulations shall be further outlined in the Procedural Rules of the HFF

Article 24 Court of Arbitration of HFF

1. A Football Arbitration Court is established in the HFF, with the responsibilities described in its Statute and the relevant Regulation.
2. The powers of the Football Court of Arbitration include, with the exception of the others, the second instance of appeals against the decisions of the First Committee on Economic Dispute Resolution.
3. The enforceable decisions of the HFF and the final decisions of the Football Arbitration Court, unless fully paid in full by the liable party within sixty (60) days, give the other party the right to file a request to the arbitration tribunal and activating sentences in the guilty party.

4. The penalties referred to in the preceding paragraph are

A. for natural persons: (a) a financial penalty,

(b) exclusion from matches,

(c) a ban on any activity relating to football,

B. for legal persons:

(a) a fine,

b) to award a match to an opponent,

c) deduction of grades,

(d) a ban on transfers,

(e) exclusion from matches or organization,

(f) downgrading to the lowest category

Not defining a match

5. In decisions concerning penalties imposed on the grounds of non-payment of financial compensation from any cause to footballers and coaches in A and B Professional League (Super League - Football League), the penalty of three (3) points from the championship of PAE. by the following procedure:

With the notification to the relevant Union of the decision of the Football Arbitration Tribunal, imposing the above penalty, is given to the SAE. (3) business days, not counting the day of notification, for payment. In the event of non-payment, three (3) points are deducted from the league table by the debtor FC by decision of the relevant Union, and the next match is normally held.

If the debtor FC pays its debt, for which it was imposed deduction of points, within five (5) subsequent business days from the day of the game (without

including it), then the points are refunded.

If it fails to pay its due time within the prescribed time, then the next three points apply, ie the three points are removed and the 5-day deadline is again given for the payment of the debt. In the event that the debtor FCE pays its debt within the time limit after the second or third race, only the points of the match are refunded and not the remainder.

If a FA commits three (3) times to the aforementioned offense (that is to say, nine points have been permanently removed from the scoreboard), it is eliminated, by decision of the relevant Union, from the league and its provisions Annex 01 of the COP Professional Championships.

Transitional provision

The abovementioned penalties will be imposed in the cases of the ruling of the Arbitration Court, issued prior to the entry into force of the present and providing as a penalty, the non-definition of a match.

VII. FINAL PROVISIONS

Article 25 Transitory provisions

- 1 Already issued decisions of the Football Arbitration Court to impose a penalty for not defining a match (as previously Article 24 para. 7) will not be executed and the matches concerned will be conducted normally..
- 2 Any case that has been filed before these Regulations come into force shall be assessed and adjudicated according to the previous regulations.
- 3 Past the coming into force of the present, all cases shall be adjudicated pursuant to the present Regulations.
- 4 Past the coming into force of the present Regulations, any party which in order to satisfy its rights chooses bodies and procedures not foreseen by the present Regulations, shall not be legalized to claim the protection or the execution foreseen by the present Regulations.
5. Final rulings of courts or jurisdictional football bodies issued before these Regulations come into force, may be satisfied (in implementation of the sporting sanctions foreseen herein) following a request with the Court of Arbitration of the HFF..

Article 26 Unforeseen situations

Issues not foreseen by the present regulation will be solved by decisions of the Executive Committee of HFF the decisions of which are final

Article 27 Enforcement of provisions

Collective agreements and memoranda of cooperation signed between the social partners (professional associations - PSAP), at any time, concerning football-related employment relationships (eg salaries, allowances, licenses, etc.), apply immediately after their ratification by the HFF

This regulation was amended, codified and approved by a decision of the Executive Committee of the Hellenic Football Federation on 14.06. 2016 (No 57)

Athens 14 June 2016

THE PRESIDENT

THE EXECUTIVE SECRETARY

GEORGIOS GIRTZIKIS

PAUSANIAS PAPANIKOLAOU

ΕΛΛΗΝΙΚΗ ΠΟΔΟΣΦΑΙΡΙΚΗ ΟΜΟΣΠΟΝΔΙΑ



ANNEX A

Provisions of Implementation of the Regulation for the Professional Players

JUNE 2016

Article 1 Players who can be employed by Professional Clubs

Each Professional Club may include in its manpower:

- a) Professional players;
- b) Trainee amateur football players until their 21st birthday.

At the end of the Season at which they complete their 21st year, these amateur players are released.

Article 2 Status of players

Professional Football Player Status shall be obtained by a player after signing a contract and his registration in the records of professional football players kept by the HFF.

Article 3 Number of players per professional club

1. Each Professional Club may retain in its manpower and use:
 - a) Any number of professional football players of Greek citizenship or citizenship of a European Union country member or a European Economic Area country member that it wishes.
 - b) Foreign players, coming from countries which are not members of the EE/EEU up to eight (8) as follows: up to five (5) under the age of twenty three and up to three (3) under the age of twenty three for a professional club of the 1st division, of which every professional club can use per match up to five (5) without age restriction

The Professional Clubs of the 2nd National Division may include up to three (3) foreign football players in their manpower. Exceptionally, Professional Clubs that were relegated from the 1st to the 2nd National Division, will have the right to maintain in their manpower for the term of the contract in force during the relegation, up to five (5) foreign players. In this case, it is permitted to record on the Match Sheet up to four (4) foreign players and participation in the game three (3) of them; the fourth player recorded in the Match Sheet may substitute one (1) of the three foreign players that play.

2. The number of registered trainee players for each Professional Club, may not exceed:
 - a) four hundred (400) for the Professional Clubs of the 1st National Division;
 - b) two hundred (200) for the Professional Clubs of the 2nd National Division;In all cases, Professional Clubs may not maintain more than forty (40) registered players between 18 and 21 years of age.

Article 4 Irregular participation

The use of one or more players in violation of the provisions of Article 3 par. 1,2 hereof, constitutes an irregular participation sanctioned pursuant to the provisions foreseen by the Football Games Regulations.

Article 5 Registration of players

1. To register anyone as a professional football player he must:
 - a) have reached the legal age limit as stipulated in the applicable legislation and FIFA Regulations;
 - b) must have signed, , in accordance with all applicable provisions, a service contract (contract);
 - c) The contract of any football player who has not reached the age of 18 shall be also signed by his legal guardians and certified for the authenticity of their signatures, and in no case shall the contract term be longer than three (3) years.

Article 6 Registration Procedure of transferred players

For the transfer of a professional player, as long as his contract exists, the written consent of the professional club he belongs is required.

Article 7 Registrations and Transfers Period for Professional Clubs

1. The registrations of Trainee Players of the club as Professional Players of a Professional Club may take place throughout the year.
But the registration in the Player's personal card is made for the transfer period just after the signature of the contract.
2. Transfers and registrations of Professional Players may be effected:
 - a) during the 1st Transfer Period which is between July and August (between 01/07 and 31/08) of each year;
 - b) during the 2nd Transfer Period which is in January (between 01/01 and 31/01) of each year;
3. All transfers of Trainee Players as Professional Players may be effected during the periods stated in the previous clause. In the case of amateurs, they may be effected during the period set out by the articles of Appendix B

Article 10 Remunerations

Amateur players of all clubs have the right, even without the consent of their club, to conclude professional contracts with Professional Clubs, provided that the Professional Club is obligated to make by means of bank deposit to the HFF, which otherwise shall not issue the Player Passport, the following payments to the club corresponding to the training costs of the latter:

- a) thirty five thousand and five hundred euro (35,500€) for Professional Clubs of the 1st National Division; and
- b) twenty nine thousand and five hundred euro (29,500€) for Professional Clubs of the 2nd National Division.

Article 9 Restrictions – Payments

The provisions of the previous article and payment of the mentioned amounts are made and refer to all teams (amateur associations).

Article 10 Sanctions related to the participation of Professional Players in National Teams

1. All Professional Clubs are obligated to make their players available to the HFF, so that they may participate in any matches and training of the National Teams.
2. Any unjustifiable refusal to render their services to the National Team, is punished by the Board of the HFF under penalty of exclusion from participating in the official matches of the Professional Club to which the player belongs for three (3) match dates. In case of a second offence, the aforementioned sentence shall be doubled.
3. Any football player who has been excluded from participating in the National Team because of injury or illness shall not be allowed to participate in any match of the Professional Club to which he belongs before a period of eight (8) days has gone by from the date of the National Team match in which he has not taken part due to the aforementioned reason. His participation in a match of his club constitutes his illegal participation, punishable also automatically by the relevant Disciplinary Committee. Players who did not play with their club in a competition or Cup match due to injury or illness immediately before the match of the National Team are excluded.

Article 11 Player's inability

1. A player's inability that lasts more than three (3) months for one year contracts, four (4) months for two year contracts, over six (6) months for three year contracts, over eight (8) months for four year contracts and over ten (10) months for five year contracts, constitutes legal cause for the termination of the contract by the Professional Club, without player's fault.
2. If the inability occurred during a match or a training session, or in general during the provision of services by the player to the Professional Club, the aforementioned inability period is doubled.
3. For the termination of the contract, without fault of either party, the affirmatory resolution of a Medical Committee of the relevant Professional

Association is required.

4. This Committee comprises:

- a) a medical doctor, appointed by the Medical Association of Athens, as chairman;
- b) a medical doctor, appointed by the Club;
- c) a medical doctor, appointed by the Player;

and issues its ruling within ten (10) days after the filing of the relevant request.

In the event a medical doctor is not appointed by a party, he is appointed by the Board of the relevant Professional Association

Article 12 Determination of the players' salary

1. Without prejudice to the provisions of paragraphs hereunder, the regular salaries and bonuses of all Professional Players shall be free of restrictions and decided upon in the contract they sign with the relevant Professional Club.
2. In any case, the lowest limits of monthly salaries for Professional Players shall not be lower than the monthly salary of an unskilled worker set out in the National Collective Bargaining Agreements.
- 3.a) Extraordinary benefits (bonuses) as well as the special terms and conditions of their payment are set by decision of the Board of Directors of the Professional Club, included in its internal regulation, which is deposited to the organizing body

b) If a Professional Club decides to grant bonuses over a result of a match or the classification rank, these may not be lower than the following for each category:

I) Championship matches

1st National Division WIN: 600 Euro

DRAW: 300 Euro

2nd National Division WIN: 250 Euro

DRAW: 150 Euro

II) Cup matches

The players of the teams which participated in the Greek Cup matches receive the following sums:

1) Participation in each match: 150 Euro

2) Preliminary team qualification:

Round of 16: Each player 600 Euro

Round of 8: Each player 900 Euro

Round of 4: Each player 1,200 Euro

FINAL: Winner 1,500 Euro

Loser 900 Euro

c) More specifically, the players who are not listed on the Match Sheet (not included on the list of eighteen players) shall be paid 25% of the bonus received by players included on the Match Sheet.

d) All receipts issued by the Professional Club for the payment of its players for any reason whatsoever, shall include a description of the reason for this payment effected to the player, upon penalty of invalidity of the payment. The aforementioned rejection of payment can be invoked solely by the player.

4. The Professional Club shall bear exclusively the various expenses with regards travelling, boarding and lodging of all Professional Players during its matches (official or friendly).

5. Professional Players are not entitled to additional fees for travelling and overnight stays away from the seat of their clubs

6. The enlistment of Greek Players does not constitute a legal cause for termination of their contracts. If the provision of their services to the Professional Club is not possible, their salaries and their bonuses are reduced by half.

7. The Club is obligated to promptly and fully pay insurance contributions.

8. The Club or the relevant Professional Association are obligated to conclude insurance policies concerning the medical coverage for all players of each team.

The conclusion of such policies is effected compulsorily before the beginning of the Season.

9. The by-laws of the Club issued each year until June 10, by decision of the Board of the Club, may foresee sanctions for disciplinary offences committed by the players. These sanctions are:

a) a reprimand;

b) a fine.

The previous written summons addressed to the player by registered mail is required in order to impose any of the aforementioned sanctions.

The fine imposed during a season may not exceed 3% of the respective total annual fees of the player. By resolution of the competent Appeals Committee for the Resolution of Financial Disputes (PEEOD) the 3% fine may be increased up to 15%.

Article 13 Holidays - Weekly rest - Education - Contributions of Players

1. Professional players are entitled to a holiday of four (4) weeks every year at a time set by the Professional Club, depending on their professional obligations.
During the period of holidays a player receives his regular salary and the holiday benefit.
2. The aforementioned holiday as described in the previous paragraph is continuous for at least two (2) weeks. In case the Professional Club wishes to recall the player during the period of his holiday, it is obligated to pay out to the player his travelling expenses and grant him a number of holidays equal to the period that the holidays were suspended.
3. The Professional Club is obligated to grant its players a weekly period of rest for 24 successive hours, at a time permitted by the professional obligations of the team.
4. Each Club prior to the beginning of the Season each year, shall elect among its Professional Players the three (3) captains of the team.
5. Furthermore, all Professional Clubs in conjunction with the Panhellenic Association of Professional Players (PAPP) are obligated to organise occasional lectures aiming at the education of players with relation to

their rights and obligations resulting from these Regulations and any other relevant provision of the legislation in force.

6. Furthermore, the relevant Professional Association is also obligated to organize seminars for the education of players, based on a schedule set by the former.

For this purpose, all Professional Clubs are obligated to make all their players available.

7. The Panhellenic Association of Professional Players (PAPP) organizes the annual Players Event. On this date, it is not permitted to hold matches between Clubs or training sessions. The same applies to the date the Panhellenic Association of Professional Players (PAPP) convenes an Ordinary or Extraordinary General Assembly of its members (day of the week being Monday).

8. Professional Clubs are obligated to withhold on behalf of the Panhellenic Association of Professional Players (PAPP) and reimburse to it, the annual subscriptions of its member players by October 30 of each Season the latest.

In case a Professional Club does not reimburse said subscriptions, they are withheld from the revenues of the Professional Club by the relevant Professional Association and refunded to the Panhellenic Association of Professional Players (PAPP)

Article 14 Establishment of a Fund

By force of decision of the Board of Directors of the HFF is established a special fund for the payment of any and all compensations to players, based on their existing contracts or decisions of the jurisdictional bodies, in the event that the Professional Club responsible for the payment of said claims is not able to do so.

A special Regulation sets out the funds and the process followed for such cases.

Article 15 Final provisions

1. The contracts of Professional Players that belong to a Professional Club relegated to an Amateur Division, are terminated automatically and players become free upon validation of the classification list of the Championship.
2. The automatic termination of contracts does not lift any existing claims of the players.
3. The Amateur training players of Professional Clubs relegated to an Amateur Division, are transferred to the man-power of the Amateur Club.
4. The terms set out and contained in the Contract Samples 1, 2 and 3 attached hereto, constitute an integral part hereof and constitute compulsory provisions.
5. A circular issued by the Hellenic Football Federation determines the prerequisites

and obligations of clubs as regards their tax and social insurance certificates and the fulfilment of their obligations as a result thereof, e.g. the payment of payroll taxes and social insurance periodic employment contributions for professional players

Article 16 Transitory provisions

1. Amateur Players registered in amateur clubs established by professional clubs, from the beginning of validity of the present and until the completion of their 18th year can not sign a professional contract with another professional club or be transferred as amateurs without the consent of the respective professional football club
2. This regulation was amended, codified and approved by a decision of the Executive Committee of the Hellenic Football Federation on 14.06. 2016 (No 57)

Athens 14 June 2016

THE PRESIDENT

THE EXECUTIVE SECRETARY

GEORGIOS GIRTZIKIS

PAUSANIAS PAPANIKOLAOU

HELLENIC FOOTBALL FEDERATION



MODEL 1

Professional Player Contract

PROFESSIONAL PLAYER CONTRACT

1. Contracting parties :

Between the football club:

..... Reg.no.:

TIN, **TAX OFFICE**

And the PROFESSIONAL PLAYER :

.....
In (Name) today, the (Surname) (Father's name), the two parties executing this contract on the one hand 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 "Football Club "; and on the other hand, father's name date of birth, nationality resident of street number Postal code phone number holder of the police identity card or passport hereinafter referred as "player"

expressly and unreservedly stipulated and jointly accepted the following:

2. Agreement

- 2.1. The Football wishes to employ the player as professional and the footballer agrees with the terms set out in this contract
- 2.2. The employment 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 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 agreement or to be signed in later time 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 all three 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 HFF and the amendments thereof from time to time.

4. Obligations of the Club

4.1. It is hereby agreed that the monthly regular salary of the Player - which in any case may not be lower than the monthly salary of an unskilled worker set out in the National Collective Labor Agreement -

is 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 aforementioned monthly ordinary salary , the Club is obligated to pay out to the Player Christmas bonus (the amount thereof being equal to the monthly salary of the Player) and Easter bonus (the amount thereof being half of the monthly salary of the Player), as well as Holiday benefit (the amount thereof being half of the monthly salary of the Player).

4.1. Extraordinary benefits
.....
.....

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

4.4. The player will receive the total amount of.....€ in
..... rates as follows :

- 1st rate amount payable on
- 2nd rate amount payable on
- 3rd rate amount payable on
- 4th rate amount payable on
- 5th rate amount payable on
- 6th rate amount payable on
- 7th rate amount payable on
- 8th rate amount payable on
- 9th rate amount payable on
- 10th rate amount payable on
- 11th rate amount payable on
- 12th rate amount payable on
- 13th rate amount payable on
- 14th rate amount payable on

15th rate amount payable on

16th rate amount payable on

17th rate amount payable on

18th rate amount payable on

19th rate amount payable on

20th rate amount payable on

21st rate amount payable on

22nd rate amount payable on

23rd rate amount payable on

24th rate amount payable on

25th rate amount payable on

26th rate amount payable on

27th rate amount payable on

28th rate amount payable on

29th rate amount payable on

30rd rate amount payable on

4.5. Medical insurance as foreseen by the Regulation with personal or group insurance contract

.....

Life insurance.....

.....

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

4.7. The as above mentioned amounts (4.1., 4.2., 4.3., 4.4.) are fully and in total paid to the bank account of the player in combination to the content of article 12 par. 3d of Annex A

4.8. α) The club has paid one off the amount for the transfer of the player to the club .
.....€.

β) The t club will pay for the transfer of the player the transfer amount of
.....€ to the Association in rates
as follows :

1 st rate amount	payable on
.....	payable on
2 nd rate amount	payable on
.....	payable on
3 rd rate amount	payable on
.....	payable on
4 th rate amount	payable on
.....	payable on
5 th rate amount	payable on
.....	payable on

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

4.10 In the event of advance of the Club, the aforementioned amounts are increased

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

4.11 In the event of termination of the contract due to fault of the Club, without prejudice to the specific and minimum provisions of par. 2 of Article 17 of the Regulations, 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 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 obligated 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 doctor.

4.15. The Club recognizes, respects and complies with the Statutes, Regulations and Decisions of FIFA, UEFA and HFF and the relevant Professional Association.

5. Obligations of the Player

The obligations of the Player to the Club are the following:

a) Concerning the Club:

b) Participate in the matches to the best of his abilities when selected to play.

c) Participate in the training sessions and the preparations for a match, pursuant to the instructions of his superiors (e. g. coach).

d) Lead a healthy way of life, maintaining his physical condition at high levels.

e) 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 serves the purposes of the Club).

f) Participate in the Club activities (sporting, social and commercial too).

g) 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).

h) 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.

i) 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.

j) Take care of the Club property and return it after the expiry of the contract.

k) 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).

l) Undergo regular medical tests and care, following the request of the team doctor.

m) Comply with the terms of all policies aiming to abolish discriminations, as exercised by the HFF, the relevant Professional Association, the Players Association and the Club.

n) Not to discredit the Club or football in general disrepute (e.g. through media statements).

o) Not to 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, HFF and 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 due to fault of the Player, without prejudice to the specific and limited to the provisions foreseen in par. 3 of Article 17 of the Regulations, henceforth is stipulated that the compensation due to the Club amounts 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 to 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 from the exclusively from the image of the Player is effected by

.....

.....

7. Lending

In case of lending of the player to another team a contract must be signed by all three parts

8. .Player's Discipline and Complaints

8.1. The Player is obligated to obey and comply with the existing by-laws of the Club, attached in this contract and bearing the signature of the Player.

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. To oppose to the use of prohibited methods and substances (doping)

9.1 The Player and the Club comply with all relevant regulations of football bodies towards 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. Any one 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 HFF or the International Disciplinary Bodies.

9.4 Additionally, the Club reserves the right to any other measures against the Player found guilty for 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 HFF at second instance.

11. Football rules

11.1 The football rules are the Statutes, Regulations and Decisions of FIFA, UEFA, HFF and, where applicable, the relevant Professional Association.

11.2 The Club and the Player are obligated to comply with the Statutes, Regulations and Decision of FIFA, UEFA, HFF 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. 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



Professional Player's Loan Contract

PROFESSIONAL PLAYER'S LOAN CONTRACT

1. Contracting parties :

Between the Professional Football Clubs. :

α) Reg.Nr. .

TIN..... TAX OFFICE.....

β) Reg.Nr.

TIN..... TAX OFFICE

and the PROFESSIONAL PLAYER :

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 the 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 the Police Identification Card or
Passport number

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 as professional and the Lending Club and the Player agree with 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.
- 2.3. Any existing additional agreement or to be signed in later time 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 all three 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 HFF and the amendments thereof from time to time.

4. Obligations of the Club

- 4.2. It is hereby agreed that the monthly regular salary of the Player - which in any case may not be lower than the monthly salary of an unskilled worker set out in the National Collective Labor Agreement -
- is 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 aforementioned monthly ordinary salary , the Club is obligated to pay out to the Player Christmas bonus (the amount thereof being equal to the monthly salary of the Player) and Easter bonus (the amount thereof being half of the monthly salary of the Player), as well as Holiday benefit (the amount thereof being half of the monthly salary of the Player).

4.3. Extraordinary benefits
.....
.....

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

**4.4. The Player will be receive the total amount of€ in...
rates, as follows :**

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

12th rate amount payable on

13th rate amount payable on

14th rate amount payable on

15th rate amount payable on

16th rate amount payable on

17th rate amount payable on

18th rate amount payable on

19th rate amount payable on

20th rate amount payable on

21st rate amount payable on

22nd rate amount payable on

23rd rate amount payable on

24th rate amount payable on

25th rate amount payable on

26th rate amount payable on

27th rate amount payable on

28th rate amount payable on

29th rate amount payable on

30rd rate amount payable on

4.5. Medical insurance as foreseen by the regulation or group insurance contract.....

.....

Life insurance.....

.....

4.7. Pension contributions and social security expenses, as foreseen by the law, promptly and fully paid.

4.7. The as above mentioned amounts (4.1., 4.2., 4.3., 4.4.) are fully and in total paid to the bank account of the player in combination to the content of article 12 par. 3d of Annex A

4.8. α) The recipient club has paid one off the amount for the transfer of the player to the lending club€.

β) The recipient club will pay for the lending of the player the transfer amount of€ to the lending club. in rates as follows :

1ⁿ rate amount payable on

2ⁿ rate amount payable on

3ⁿ rate amount payable on

4ⁿ rate amount payable on

5ⁿ rate amount payable on

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

.....
In the event of advance of the Club, the aforementioned amounts are increased
.....

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

4.11 The Player is entitled to a paid leave 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.

4.12 The Club is obligated to protect the Player's human rights and deter discriminations against the Player, as set out by the international treaties.

4.13 The Club is obligated 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 doctor.

4.14 The Club recognizes, respects and complies with the Statutes, Regulations and Decisions of FIFA, UEFA and HFF and the relevant Professional Association.

5. **Obligations of the Player**

The obligations of the Player to the Club are the following:

a) Concerning the Club:

b) Participate in the matches to the best of his abilities when selected to play.

c) Participate in the training sessions and the preparations for a match, pursuant to the instructions of his superiors (e. g. coach).

d) Lead a healthy way of life, maintaining his physical condition at high levels.

e) 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 serves the purposes of the Club).

f) Participate in the Club activities (sporting, social and commercial too).

g) 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).

h) 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.

i) 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.

j) Take care of the Club property and return it after the expiry of the contract.

- k) 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).
- l) Undergo regular medical tests and care, following the request of the team doctor.
- m) Comply with the terms of all policies aiming to abolish discriminations, as exercised by the HFF, the relevant Professional Association, the Players Association and the Club.
- n) Not to discredit the Club or football in general disrepute (e.g. through media statements).
- o) Not to 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, HFF and 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.

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 from the exclusively from the image of the Player is effected by

.....

7. Player's Discipline and Complaints

7.1. The Player is obligated to obey and comply with the existing by-laws of the Club, attached in this contract and bearing the signature of the Player.

- 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.
8. To oppose to the use of prohibited methods and substances (doping)
 - 8.1. The Player and the Club comply with all relevant regulations of football bodies towards the use of prohibited methods and substances.
 - 8.2. As prohibited methods and substances are deemed those detailed in the List of Prohibited Methods and Substances of FIFA.
 - 8.3. The use of such methods and substances is prohibited. Any one 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 HFF or the International Disciplinary Bodies.
 - 8.4. Additionally, the Club reserves the right to any other measures against the Player found guilty for participating in such activities, taking into consideration the principle of administration of personal information.

9. 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 HFF at second instance.

10. Football rules

- 10.1. The football rules are the Statutes, Regulations and Decisions of FIFA, UEFA, HFF and, where applicable, the relevant Professional Association.
- 10.2. The Club and the Player are obligated to comply with the Statutes, Regulations and Decision of FIFA, UEFA, HFF 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.
- 10.3. The Club and the Player recognize that the aforementioned football regulations may be amended from times to times.
- 10.4. 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



SAMPLE 3

Private 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 Professional Football Club:

Reg. Nr.:

TIN

TAX OFFICE

and the PROFESSIONAL PLAYER:

(Name)

(Surname)

(Father's name)

In _____ today the _____, the day of the week being

the two parties executing this contract, on the one hand

_____ acting in the capacity of President or Managing Director or legal

representative of the Professional Football 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 _____ at _____ street Nr _____ Postal Code _____, Tel. Nr. _____

holder of Police Identification Card or Passport Nr. _____

hereinafter referred to as "the Player", expressly and unreservedly stipulated and jointly accepted the following:

2. Agreement

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

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

HELLENIC FOOTBALL FEDERATION



Annex B

Implementation Provisions of the Regulations for Amateur Players

JUNE 2016

Article 1 Acquisition of amateur status – Number of amateur players

1. The status of the amateur footballer is obtained through the issuance by the Hellenic Football Federation of the individual footballer's license. It is not permitted to sign a private agreement between a team and an amateur footballer concerning the payment of any remuneration to the latter for his services as a football player

2. Each team may maintain a male or female division or both, but may not maintain more than one hundred and sixty (160) footballers, of which at least twenty (20) are under eighteen. (18) The teams belonging to associations in the championships of which more than fifty (50) teams participate, can hold up to one hundred and eighty (180) footballers.

3. Footballers who belong to teams and are not eligible to participate in age-related Championship matches may be released on their request to the Player Status Committee of the HFF throughout the year.

4. (a) Each team may hold in its power alien footballers up to the age of 18 without numerical restriction with the presumptions of paragraph 2 of this Article.

(b) Each team may hold in its power up to five (5) foreign players over 18 years of age. The team may release the supernumeraries five foreign players over the age of 18 who fall within the category of this paragraph from their adulthood immediately after the 18th year of age of the foreign footballer whom he wishes to release , with his application to the Players Status Committee.

The above supernumerary footballers who will not be released may remain in the team's power until the end of the season in which they become adults, without the right to participate in official matches.

Article 2 First registration - Conditions

1. For the first registration of a footballer in the HFF registers, the following essential conditions are required:

a. Completion of the player's tenth (10) year of age, until 31 December of the year before the submission of the player's application of changes.

b. For the first registration, as in any other case of re-registration, transfer, etc. of a footballer who has not reached the age of eighteen(18) years, at the time of the application for the issue of the individual player card, the opinion of one of the persons exercising parental care, which is certified by his signature in the foreseen intended position of the players application of changes, legally authenticated for the genuineness of the signature, in each case.

2. The existence of the temporary validity card for seven (7) to ten (10) years is abolished. Footballers aged seven (7) to ten (10) years may apply for a certificate of participation in their respective AFC.

Article 3 First registration of nationals of countries members of the European Union and of Foreign amateur players -

1. Registration of foreign footballers is allowed in a team of any division, provided they have a legal residence in Greece by themselves or their parents.

2. A footballer who makes a false statement shall be punished by the penalty provided for in Article 11 Par. 7c of this Regulation.

Article 4 Transfer conditions

1. For the transfer of an amateur footballer to a team (amateur club) the consent of the amateur team to which the footballer belongs is required.
2. For the transfer of a foreign player, proof of legal residence is required.
3. An international registration certificate is required for the transfer of a player from an international team to a Greek team.

Article 5 Special provisions for foreign transfers

1. If a player's international transfer certificate is required, the player in question cannot compete until the required foreign federation certificate or the approval of F.I.F.A. for the registration of the player will be submitted to the HFF
2. If a reply to a request for an international transfer certificate does not reach the HFF within thirty (30) days from the date requested, then the HFF, by decision of the Players' Status Committee, may issue a temporary card, enabling the player to participate in the matches in favor of the applicant for the issue of the association card. The temporary card shall become final after the expiry of a year from the date on which the HFF submitted its request to the foreign federation. However, if a foreign federation has received a reply, indicating an important reason why the transfer certificate was not issued then the HFF, by decision of the Players' Status Committee, shall withdraw the player's temporary card. The day of revocation is the date of the decision.
3. An amateur footballer who is transferred to a foreign federation team without the consent of the national team, if he returns before the completion of one year of that transfer, may be transcribed by the international transfer procedure only to the national team from which he has moved.

Article 6 Provision of a promissory letter- Conditions-Restrictions

1. Each team is entitled to grant to different teams only from 1/7 until 31/8 and from 1/1 to 31/1/1 each year and acquire from different teams up to eight (8) amateur footballers from different teams with promissory letter for only one season, subject to the following limitations:

- (a) It is forbidden to grant to the same team and acquire from the same team of more than three (3) amateur footballers
- b) It is forbidden to move an amateur footballer with a promissory letter more than two (2) transfer periods.
- c) An amateur footballer cannot move by promissory letter, if he is over the age of twenty-one (21) years of age.

2. Upon expiration of time of the promissory letter, the player automatically reverts to the manpower of the team that gave him the promissory letter.

Article 7 Exceptional release cases

Amateur footballers may be released by the teams to which they belong and become free under the following conditions:

- 1. By submitting the player's application of changes to the HFF through his respective AFC. duly completed, signed and stamped in accordance with the instructions given on the form. This application will be submitted only through the AFC. to which the team releasing the player belongs.

The application for the release of the player takes place between 1/7 and 31/8 each year. Such releases concern exclusively footballers who belong to the power of the team until the beginning of the transfer period of each football season.

2. An amateur footballer who proven has not been used in official matches for two whole (2) consecutive football seasons, may, upon his request, be released by a decision of the Players Status Committee of the HFF.

This provision applies only to footballers who have the right to play with their men team.

The time of punishment, recruitment and injury does not count on determining the time of non-participation of the player in the official matches of the team he belongs to.

3. Teams may, upon their request to the Players Status Committee, release players from 1/7 to 31/7, from 1/9 until 30/9 and from 1/1 to 30/1 of the following year, under the condition that the power of the club exceeds 140 footballers. These releases concern only footballers who belonged to the team's power until the beginning of the transfer period of each football season. A team which, in breach of the foregoing, grants a release to a footballer, is punished according to the provisions of Article 34 (c) of the Football Games Regulation.

4. (a) Footballers who proven move more than 200 km for registration or transfer to universities and Technological Institutions, appointment or transfer to an official position of the public sector, legal persons governed by public law or other public utilities and banks or proven work for a period of at least 6 months in their new permanent residence or one of their parents, may, upon their request, be temporarily registered in an association of AFC of their new permanent residence.

Work for a period of at least six (6) months is proven by any legal means, such as filing a health insurance record, a transfer memorandum

- (b) In exception to the foregoing, in compliance with the above conditions, it is allowed the filing of an application for temporary transfer or release for islands which are less than one hundred and eighty (108) nautical miles (= 200 km) distant from one another or from the mainland, and the movement of footballers is proven to be difficult within the above distance, either due to geographical conditions or due to a lack of regular or direct sea transport. In these cases, the player must always submit the application to the competent Player's Status Committee of HFF from 1/10 - 31/10 each year.
- c) In the case of resettlement of these players, in the region of the AFC of the team that granted them the temporary transfer or release, they or those with the parental responsibility are required to request their re-registration into the power of the team from which they have temporarily moved by submitting to the appropriate AFC. request for transfer changes from 1/7 to 31/7 or by application to the Players' Status Committee of the HFF from 1/8 until 31/8 of each year in which the above resettlement takes place.

These footballers are not entitled to be registered or transferred to any other club.

- d) The aforementioned players are not entitled within five years to request temporary release for the same reasons of the aforementioned cases a) and b), unless otherwise decided by the Players' Status Committee upon their request.
5. Footballers whose teams they belong to, do not state participation in the respective championship or leave or are expelled by it, may within thirty (30) days from the expiry of the deadline for such declaration, or withdraw or expulsion with their application to the Players' Status Committee of the HFF and a certificate of the association concerned, be temporarily released in order to register for this season, to a team of their wish, with the exception of the teams of other federations. After the end of the season the player is automatically included in the team from which he was temporarily released

6. An amateur footballer who has reached the age of twenty-eight (28) years of age and has been in the same team for ten (10) previous consecutive seasons, is entitled to request his release on his application to the Players Status Committee of the HHF throughout the year.

7. Footballers whose team has not appeared to play in two (2) consecutive (non-active) games in the local Championships may be registered during the re-registration period as free footballers in another group, presenting the other supporting documents and their attestation of their respective association, which certifies that the team did not play in these local championships.

Article 8 Period of Registrations-Re-registrations

1. The first registration of amateur footballers shall take place from 1/7 to 30/04 each year.

2. The re-registration of the amateur footballers who have been released, as defined above, is carried out during the period from 1/9 to 31/10 and from 1/1 to 28/2 of each year.

3. They cannot play in a team as amateurs, freelance footballers before the lapse of at least one month after the last match played as professionals.

In the event that one (1) month before the expiration or termination of the contract the player did not play in any match, as a professional, he may regain the amateur property immediately.

In the event that the player is released before the end of one month from the day he has acquired the professional status without having been a professional player, he regains the amateur status after one month from the date he became a professional.

Article 9 Period of transfers – promissory letter

1. National transfers of amateur footballers are carried out from 1/7 to 31/10 and from 1/1 to 31/1 of each year. Transfers of international amateur footballers are carried out between 1/7 31/08 and from 1/1 to 31/1 of each year
2. The movement of an amateur footballer shall be carried out only between 1 July and 31 August and from 1 January to 31 January of each year.
3. Every amateur footballer may be transferred to a FC. as a professional, only in the transfer periods of professional footballers each year, with the exception of footballers from the FCA Academies.
4. Any freelancer professional player may register /re-register as an amateur during re-registration periods of amateurs even if he was registered as an amateur in a team after the end of the release period of amateur footballers of the same football season.

Article 10 Way of submission of an application of changes of the player

1. Submission of the player's application of changes is made the HHF, through the relevant AFC, as specifically provided in Annex C of this Regulation.
2. In the case of multiple applications submitted by teams of different associations for the same player, the registration date of the first application shall be taken into consideration for the player's award.
3. The player's personal card will be issued by the Competent Authority of the HHF Committee - or by the HHF Registry Department upon authorization - according to the time sequence of the player's changes requests by the competent AFC. and in the order of time of arrival at the Hellenic Football Federation. through the PC.

4. Footballers or teams who have submitted to the competent football authority requests for first registration, re-registration, transfer, promissory and release, are not entitled to withdraw them for any reason whatsoever.

5. Footballers who, without their own fault or of their team, have been rejected as overdue due to failure to send the necessary documents within the legal timeframe by the relevant AFC to the Hellenic Football Federation (HFF), may appeal to the competent bodies (Players' Status Committee). If their appeal is accepted, the amounts paid for the procedure (fees, duties, etc.) are charged to the respective AFC.

Article 11 Special provisions - Sanctions - Remuneration

1. Amateur footballers can only be registered in three (3), maximum teams (regardless of the National Federation they belong to) during the period from July 1 to June 30 of the following year. During this period the footballer may compete in official games only for two (2) teams.

2. An amateur footballer who signs more than one application for a first registration or re-registration in favor of different teams within the same time period of registrations or transfers shall be punished, upon prior call to apology by the HFF, with a penalty of exclusion of one (1) year of each match, the performance of which starts from the date of filing (registration) in the relevant AFC. of the second of the above applications.

3. The team to which the punished footballer as defined in the preceding paragraph belongs shall be responsible for any participation of the player in the match from the date of notification to the penalty imposed on him.

4. A team which, within the same transfer period, has submitted two (2) requests for changes to the same player (paragraph 2), is punished by the HFF with ten (10) points deducted from the Championship at which it participates at the time of the Disciplinary Misdemeanor, or the just next one, while the player is awarded to the team who first submitted the application in time, but is punished by the HFF with a penalty of exclusion of one (1) year from each official match.

Infringements of paragraphs 2, 3 and 4 herein are judged by the Qualification and Transfer Committee. The time of commencement of the punishment shall be subject to the provisions of paragraphs 1 and 2 of this Article.

5. Registration or transfer of an amateur footballer to a FCC as a professional is freely carried out without the consent of the team to which the player belongs and it is paid to the team or teams a training allowance provided for in Article 8 of Annex A.

6. For the transfer of an amateur footballer, compensation may be paid by the team (amateur club) who acquires the player to the team (amateur club) to which the player belonged, provided that the money paid comes from donations of members and friends of the club, which must be registered in the fund's book maintained by the Association.

7. (a) The Players Status Committee of the HFF may at any time withdraw the player's personal card and player's card of changes, if at its discretion there is sufficient evidence that they have been issued on the basis of false or misleading information due to omission or other irregularity or misconduct.

b) In the event of a final withdrawal of a player's personal card and of the card of changes, due to fraudulent action and in particular the submission of false or falsified data or false identity, the offender or the offenders, a player or a team or both are punished according to provide for in Article 34 (1) (c) of the Football Games Regulation

- c) A footballer who submits false or falsified data or conceals data in order to achieve a change in his status in a fraudulent manner shall be punished by a three (3) year exclusion penalty from each match.

In the event that the team, which is stated on the player's application for changes, is held liable, he is punished according to the provisions of Article 34 (1) (c) of the Football Games Regulation.

- 8. The deletion of an amateur footballer who holds a player status card from the HFF registers shall be made by a decision of the appropriate body for the following reasons:
 - a) As a result of disciplinary action (deletion) by the competent body.
 - b) Due to deprivation of the football player's sportiness status.

In the event of removal of the penalties or deprivation imposed, the footballer belongs to the power of the same team.

- c) Due to a delay of 30 months since the last official match in his team.

9. For all forms of football players (registrations, transfers, releases, etc.) valid are only the official documents issued by the HFF. The price of these forms is determined by a decision of the Executive Committee of the HFF.

For each submission of the player's application of changes, a fee will be paid to the Fund of the respective AFC, a fee set by the Executive Committee of the HFF and allocated according to the decision to the individual beneficiaries.

10. Amateur footballers, of 3rd national division teams promoted to the 2nd National Division, who have not reached the age of 21, are transferred and constitute the manpower of the trainee-amateurs of the newly-established FCC.

11. Amateur footballers of teams of 3rd national division who are promoted to the 2nd National Division who have reached the age of 21 and are unwilling to enter into a professional contract may, unless they have been invited to do so by 31 July each year, be released, upon request, to the Players' Status Committee provided that the newly established FCC will be paid a compensation equal to the total financial offer of the first year of the contract proposed to them.

11. Any footballer who has been subjected to a penalty for violence on racing grounds as well as disciplinary offenses of Articles 17, 18, 19, 20, 21, 22, 23 and 25 and 26 of the Disciplinary Code is not entitled , as long as his penalty exists, to be registered or transferred to another team

They can not acquire, release and give in any way players, teams that owe money for any reason to supreme authorities (Unions - HFF).

Article 12 Competent Courts

For the judgment of all disputes and imposing of penalties resulting from the application of this Regulation, the competent court is at first instance the Committee for Qualification of Football Players of HFF and, second, the Football Arbitration Court

Άρθρο 13 Loss of Status of an amateur player

For the deletion of an amateur footballer a player's request to the Players' Status Committee is required, with the authentication of the signature by a public authority.

In this case, the deleted player is not entitled to request the re-issue of footballer's personal card before a period of five years has elapsed since the date on which he lost the status of amateur footballer.

Those who are obliged to lose the status of amateur footballer are obliged to apply for deletion (according to the remaining Regulations and Statutes of the HFF) in order to acquire another status in the field of organized football that is incompatible with it

Article 14 Operation fee - Duty

An indispensable prerequisite for the submission of an application for a complaint to the Players' Status Committee on a penalty of inadmissibility is the payment of a fee, i.e. a commission fee, which is not refunded when the decision is taken in the case of the applicant's victory and adjusted with the relevant decision of the Executive Committee of the HFF.

Article 15 Transitory provision

The players who have a temporary card (formerly Article 2 (2)) are automatically released by the age of ten (10) until 30 June each year, irrespective of the type of registration they have made.

This regulation was amended, codified and approved by a decision of the Executive Committee of the Hellenic Football Federation on 14.06. 2016 (No 57)

Athens 14 June 2016

THE PRESIDENT

THE EXECUTIVE SECRETARY

GEORGIOS GIRTZIKIS

PAUSANIAS PAPANIKOLAOU

HELLENIC FOOTBALL FEDERATION



Annex C

Provisions about the Issue of Player's Registration License for professional and amateur players

JUNE 2016

Article 1 Personal information form of a player

1. The HFF is obliged to supply to the team in which the professional footballer is entered the Sporting Status Card. In addition it keeps and delivers on request of the concerned the personal information form of a player.
2. The following data shall be at least included in the Player's Personal information form:
 - a) surname-name and date of birth of the player,
 - β) name of the team (or of teams), the division and the player's registration period from the completion of his tenth (10) year.
3. If the completion of the tenth year concurs between two seasons, the player shall be registered in his Personal Information Form for the team in which he was registered at the season which follows the completion of that age.

Article 2 International Transfer Certificate (ITC)

1. Registered players in a foreign federation can only register or be transferred in Greece if the HFF has received an International Transfer Certificate from the previous federation. The International Transfer Certificate is issued free of charge and a copy is submitted to FIFA.

It is forbidden to request the issue of an ITC in order to allow a player to participate in test games.
2. The HFF will inform the federation or federations the team or teams belong, belonging to the group or teams that trained and instructed the player between the ages 10 to 23 in writing as regards the registration of the player as a professional after the receipt of the International Transfer Certificate.
3. For a player under the age of ten (10) years it is not required an ITC. Before any request for an ITC, the HFF is required to submit a request for approval by the subcommittee designated by the FIFA Players' Status Committee for any international transfer of a minor player or the first registration of a foreign minor player for any player from the age of 10 years.

4. At the end of the loan period or the termination of the contract, the player returns automatically to the team that lent him (as long as the contract has not expired), the International Transfer Certificate is returned to the federation of team that releases the player for the loan.

Article 3 Application of registration- Transfer of a professional player

1. For the registration of a player as a professional, it is required the timely submission of the following documents to the HFF by filing them in the protocol, according to the deadlines set by the articles in Annex A, as the case may be.
 - a) application of the players changes, legally filled out with two photos, one of which is affixed to the application and is sealed by the FC.
 - b) Copy of both sides of the police identity card of the player, and in lack of such evidence, certificate of submission of supporting documents for its issue.
 - c) Certified copy of the contract is transmitted by the concerned professional Association to the HFF, according to the content of articles 5 and 6 of the present Annex.
 - d) Certificates from which it results that the FC which wishes to acquire the player has met its tax and insurance obligations and has no debts to the HFF- concerned Association - PSAP (-players or coaches).
 - e) For the player who has not completed the eighteenth (18) year of age the conformity with the presumption of article 5 par.1 c of Annex A is required and under the conditions of observance of the provisions about protection of minor players.

2. For the transfer of a professional player to a FC, it is required the timely submission of the following documents to the HFF by filing them in the protocol, according to the deadlines set by the articles in Annex A, as the case may be.

- a) application of the players changes, legally filled out with two photos, one of which is affixed to the application and is sealed by the FC.
- b) Copy of both sides of the police identity card of the player, and in lack of such evidence, certificate of submission of supporting documents for its issue.
- c) Certificates from which it results that the FC which wishes to acquire the player has met its tax and insurance obligations and has no debts to the HFF- concerned Association- PSAP (-players or coaches).
- d) For the player who has not completed the eighteenth (18) year of age the conformity with the presumption of article 5 par.1 c of Annex A is required and under the conditions of observance of the provisions about protection of minor players.

Article 4 Application of registration- Transfer of a professional player (foreigner)

For the registration or transfer of foreign players to a FC, it is required the timely submission of the following documents to the HFF by filing them in the protocol, according to the deadlines set by the articles in Annex A, as the case may be.

- a) application of the players changes, legally filled out with two photos, one of which is affixed to the application and is sealed by the FC.

- b) A certified copy of the contract is transmitted by the concerned professional Association to the HFF according to the content of articles 5 and 6 of the present Annex.
- c) International Transfer Certificate of the foreign Federation concerning his international transfer, submitted to the HFF. Until such certificate is deposited to the HFF, the issue of the familiar status card is prohibited and the player cannot play in official games. Likely telegraph or in any other way notification of the foreign federation is not considered
- d) Certificates from which it results that the FC which wishes to acquire the player has met its tax and insurance obligations and has no debts to the HFF- concerned Association- PSAP (-players or coaches).
- e) Copy of the legal stay permit of an alien in Greece or certificate of submission of an application for the issue of the stay permit as well as any other equal document which grants the right of legal stay at the registration time
- f) copy of the passport legally certified
- g) For the player who has not completed the eighteenth (18) year of age the conformity with the presumption of article 5 par.1 c of Annex A is required and under the conditions of observance of the provisions about protection of minor players.

Article 5 Content of the contract

1. Players' contracts are signed on a special form issued by the relevant professional Association, the content of the contract will be identical to the contract draft attached as Model 1 to this Regulation.
2. Players' loan agreements are signed on a special form issued by the relevant professional Association before the 1st Transfer period of each year. It will be identical to the draft contract annexed as Model 2 to this Regulation.
3. The above Forms of Contract (1 and 2) will be translated into the four (4) official FIFA languages, ie English - French - Spanish and German. Non-Greek footballers co-sign, along with the Greek form and a contract of any of the

above languages, in an equal number of copies attached to each copy of the Greek contract. In the event of a difference in the terms added by both parties, the contract of the Greek text prevails and is considered to be authentic.

Article 6 Type of contract – Inspection by the host

1. The contract between the FC and the player is drawn up in six (6) copies on a special form issued by the relevant professional Association and submitted to it for inspection under the responsibility of the FC the latest within seven (7) days after its signing. By signing the contract, the player receives one of the copies. If the player is an alien, it is drawn up in seven (7) copies.
2. The relevant professional association within five (5) days of the receipt of the contract checks the legality of its terms and files it. If a legal defect or incomplete indication of all mandatory data of the parties or any other term stipulating specific provisions is found, it shall be returned immediately to the relevant FCC, which is obliged within five (5) days from its receipt to proceed together with the player in the necessary corrections or supplements, and resubmit it for review. After the final check of the contract and its filing, the professional Association concerned sends a certified copy to the HFF (unless it is a foreign player , where two (2) certified copies are required), one (1) certified copy of the contract to the FCC and two (2) copies to PSAP. The consignment to HFF is made within 15 days. One (1) of the two certified copies sent to the PSAP, belongs to the player who receives it at any time.
3. a) Amendments of the terms of the contracting parties are made under the same presumptions and on the same number of copies, required for the contracts, at any time within the contractual time and become void exclusively with a document of certain dating, signed by the concerned player and the FC. Such copies are submitted with responsibility of the FC for inspection and filing at the concerned professional Association within seven (7) days. The concerned Association, after the inspection of the amendment contract and its filing, sends one (1) certified copy to the HFF (unless it is a foreign player , where two (2) certified copies are required), one (1) certified copy of the contract to the FCC and two (2) copies to PSAP. The consignment to HFF is made within 15 days. One (1) of the two certified copies sent to the PSAP, belongs to the player who receives it at any time.

b) Written termination of contracts with mutual –common agreement of the

parties, take place under the same presumptions required for contracts, at any time, within the contractual time and become void exclusively with a document of certain dating, signed by the concerned player and the FC. It is obligatory to authenticate the genuineness of the signature, at least of the footballer, with a penalty of inadmissibility. The filing of the application for the termination of the contract must be made within three (3) days from the date of signing the relevant documents. The period of the three (3) days is exclusive

c) Particularly for the written termination of contracts with mutual –common agreement of the non-Greek players, it is required, with a penalty of annulment of the procedure of consensus-based termination of the contract, the concurrent termination of the contract, the simultaneous signing of the written agreement, and any representative of the player, his or her authorized attorney or official ombudsman, the special, express and written authorization of the above legal representatives as well as the authentication of the genuineness of their signature on the above agreement. Any document relating to the above procedure shall be translated into one of four (4) official FIFA languages and the exact translation of the above shall be certified by an official translator or by the player's representative acting as translator, who will sign the translation and authenticate the genuineness of his signature on the said translation.

4. Transfer Ombudsmen participating in the negotiations for the conclusion of a contract sign the contract obligatorily.

It is at the discretion of the competent court to take account of any contractual amendments or additional agreements not duly submitted to it

Article 7 First registration of amateur players-Supporting documents

1. For the first registration of a footballer in the amateur footballers' registers of the HFF it is required, with the penalty of rejection of the application as unacceptable, submission to the HFF through the relevant Association of Football Clubs (AFC), of the following supporting documents in accordance with the deadlines laid down by the articles in Annex B:
 - a) Application of changes of the player, duly completed, signed and stamped, in accordance with the instructions given on the form.
 - b) Two (2) recent photos of the player, one (1) affixed to the application and stamped by the team in which the player is registered and the other handed to the relevant AFC. for the issue of the player's personal card.

- c) Photocopy of the two (2) sides of the player's identity card and if there is no identity, a photocopy of it certificate of filing the supporting documents for the issue of the identification by the relevant police authority. In case the above mentioned documents are not submitted it is submitted a recent identity certificate for minors up to 12 years for which it is not mandatory the issue of an identity card.
- d) Health certificate, which proves that the footballer was examined and found healthy and able to compete in the sport of federal football. The same as above, certificate will be submitted in any new change of the footballer.
- e) For the player who has not completed the eighteenth (18) year of age the conformity with the presumption of article 2 par.1 b of Annex B is required and under the conditions of observance of the provisions about protection of minor players.

Any of the above supporting documents are incorporated in the application of changes have not to be submitted separately.

- 2. The Hellenic Football Federation (HFF), further, with provisions of the football matches regulations of Amateur Championships requires additional supporting documents for participation in the Games.
- 3. It is possible to issue a time-limited personal status form individual record sheet. The desired time period is stated on the player's change request and concerns from one (1) to three (3) whole seasons. In any case, the expiry date shall be 30 June each year.

Article 8 First registration of citizens members of countries of the European Union and foreign amateur players- Supporting documents

- 1. It is allowed the registration of foreign players in a team of any division, under the presumption that the same have a legal stay permit in Greece or the persons exercising the parental care. For their registration, in addition to the supporting documents of the previous article, there are submitted to the Hellenic Football Federation through the concerned Association of Football Clubs the following supporting documents, according to the deadlines designated according to the case by the articles of Annex B.
 - a) Photocopy of a legal residence permit for a foreigner in Greece or a certificate of filing an application for a residence permit as well as any other equivalent document providing a right of legal residence at the time of registration.

- b) Health insurance card of a public insurance body, if the player or parent is working or is exercising a profession in Greece or a European Health Insurance Card or any other equivalent Community document in the event of a move from a EU country or a private insurance certificate in cases where it is provided for by the immigration law and at least for the amount and classes of insurance equivalent to those of the national insurance classes as they result from the provisions in question
- c) Certificate of attendance at an Educational Institution if the player is studying in Greece
- d) a certificate from the competent authority of the State of which he is a national, with an official translation of this (if this is not written in English or Latin), indicating all the necessary identification data of the player for his registration, Name, father and mother's name, date of birth and place of birth, nationality and citizenship
- e) A health certificate issued by a Greek state medical institution certifying that the third-country national is not suffering from a disease which, according to international data and the World Health Organization (WHO), may pose a risk to the public health
- f) a photocopy of the passport legally validated
- g) In any event, the period of validity of the residence permit must be indicated in the special beginning-expiry fields of the player 's personal data sheet or the photocopy of the passport.

All of the above documents must be submitted legally validated, and can be also certified by a lawyer.

2. The HFF may request any other document of an official Authority of the State of which that player is a national in order to confirm the nationality and details of the player.
3. The registration of nationals of the Member States of the European Union is admissible, provided that a certified photocopy of the passport or identity card issued by the Member State will be submitted
4. Players under this article, under twelve (12) years of age, shall be required to submit with the other supporting documents and a statement, certified by a public authority, stating that they do not belong to or belonged to a foreign association.
5. A footballer who makes a false statement shall be punished by the penalty provided for in Article 11 (7c) of Annex B to this Regulation

documents

1. For the re-registration in a team of free-standing players, it is required the submission the player's application of changes, duly completed, signed and stamped in accordance with the instructions given on the form, according to the deadlines laid down by the articles in Annex B, as appropriate
2. In the event of a change in the player's surname with a request to the Players' Status Committee, the correction shall be requested by presenting a photocopy of the two sides of the police identity card or photocopy for the submission of the supporting documents for re-issue of the identity or a birth certificate
3. Especially for the re-registration of free foreign players in a team, a photocopy of a foreigner's legal residence permit is required in Greece or a certificate of filing an application for a residence permit, as well as any other equivalent document giving the right of legal residence at the time of registration, legally validated. In addition, for the professional foreign footballer who wishes to be re-registered in an amateur team there are required the supporting documents of Article 8 for foreign amateur footballers.

Article 10 Transfer supporting documents of amateur players

For the transfer of an amateur footballer from the team he belongs to another group, it is required

1. Submission of the player's application of changes, duly completed, signed and stamped in accordance with the instructions given on the form, according to the deadlines laid down by the articles in Annex B as appropriate.
2. For the transfer of a trainee amateur footballer of an FC in a team (amateur club) the written consent of the FC is required.
3. .For transferring as amateur footballers, Greeks, citizens of the European Union and foreigners acquired from abroad, the following supporting documents of par. 1 of this article and the following, are required, according to the case:
 - (a) For Greeks acquired from abroad, a photocopy of the two (2) sides of their identity card or identity card or identity certificate for minors up to 12 years for whom the issue of an identity card is not compulsory
 - (b) For the nationals of the Member States of the European Union it is required the submission of the documents referred to in Article 8.

- c) For foreigners, the essential condition of the lawful stay in the country and the supporting documents of Article 8 hereof is required.
- d) In addition to the aforementioned supporting documents, a declaration of law 1599/1986, stating the player's last team abroad, as well as his wish to leave the old team and his Federation, is also included.
- e) The certificate of the international free transfer of the player, which is issued by the foreign federation, is mandatory required through the HFF. Any telegraphic or otherwise disclosure of the consent of the foreign federation is not taken into account.

Article 11 Supporting documents of promissory

1. For the temporary transfer of an amateur footballer from the team he belongs to another team, it is required the submission of the player's application of changes, duly completed, signed and stamped.
2. For a player who has not reached the age of eighteen (18), the condition in Article 2 (1b) of Annex B and under the conditions of observance of the provisions on the protection of minors must be respected.

Article 12 Way of submission of an application of changes of the player

Submission of a player's application of changes is made to the HFF, through his own Association of Football Clubs, by filing:

- (a) By post, however, the submission priority takes into account the protocol number of the relevant Association of Football Clubs
Applications of changes delivered in any way to the offices of the Association of Football Clubs, even by registered letters, provided that delivery was made after the expiry of the specified periods of time are not considered and are void.
 - b) By depositing in the protocol of the Association of Football Clubs during working days and hours. In the case of filing in the protocol. the relevant AFC, its competent department will provide the depositor with a certificate of deposit by serial number with a mandatory date and time of filing.
2. The player's request for changes must be fully completed, signed and stamped. Any deficiency is a ground for refusal of the application.
 3. The application of changes, submitted to the Hellenic Football Federation. after 24.00 of the expiry date of the period of each change (first registration, release, transfer, re-registration, promissory, etc.) is out of time

Article 13. International transfers of minors (to TMS/SSM)

1. A. For the first international registration of an amateur footballer aged 12-18, the following are required:

- a) Application for changes Greek or English,
- (b) Players employment contracts of parents (father and mother), and in particular the employment contract or if he does not work a responsible statement about it. Validated and drawn up otherwise translated into English or Greek.
- (c) Birth certificate of the player, original and translated into English or Greek.
- d) A player's nationality certificate and the passport authenticated, whilst if he is expatriated , the card of the expatriated card translated and validated along with the passport are submitted .
- e) Proof of domicile of the parents of the player, i.e. the rental of the residence, indicating the address or the contract of a private dwelling, all validated and translated into English.
- f) Parent's nationality certificate Passports of the players' parents validated. In the case of a repatriated, the repatriated card is also translated and validated, in which case both are presented.
- g) Residence permit of the player's parent's translated.

B. For the transfer of an amateur footballer aged 12-18, presumptions of the first registration are applied, with the difference that “transfer” is marked in the application

The aforementioned changes are subject to compliance with article 18 of this Regulation and its provisions, including the relevant attestation of paragraph 2 b.

2. A. For the first registration of an amateur footballer aged 16 to 18, the following are required:

- (a) an academic education document or a certificate of attendance from his school with a weekly program
- b) residence-care document, certified by the Municipality by where the attestation of the home will be shown and solemn statement of the father where the custody will be reported and a copy of his passport.
- (c) football training document, official document of the association, which states that "the footballer (his name) is trained trains in appropriate athletic

facilities with the appropriate coaches and in accordance with the highest standards laid down by the FIFA '. Attached and full a weekly schedule of trainings. Also in the same document the union will also ensures the academic education of the footballer, in addition to his football training and that "he is normally attending the school (name of school)".

Moreover, that it allows him to follow any other career other than that of football whenever he wishes to dos so.

- (d) parental consent with a solemn statement of the father and mother.
- e) Birth certificate of the player, original and translated into English or Greek.
- (f) Footballer's nationality certificate and passport certified, if he is a repatriated the card of repatriated translated and certified is submitted along with the passport
- (g) request for approval of a first registration

B. For the transfer of an amateur footballer aged 16-18, presumptions of the first registration are applied, with the difference that "transfer" is marked in the application

The above changes are subject to compliance with Article 18 of this Regulation and its provisions, including the relevant attestation of paragraph 2 b.

3. For the case of Article 18 (2) (c) of this Regulation are required:

- A. For the first international amateur registration
 - a) Birth certificate of the player, original and translated it into English or Greek.
 - (b) Document of consent of a releasing federation
 - c) Proof of distance rule of 50km, home address of the footballer with house rental, agreement, office address of the association with an official document of the association, proof of kilometer distance of borders from an official authority
 - d) A player's nationality certificate and a passport both certified, if he is a repatriated his repatriation card translated and validated along with the passport
 - (e) Proof of a player's residence, that is lease agreement of his residence, indicating his home address or contract of private owned residence, all certified and translated in English
 - f) Request for approval of first registration

B. For the transfer of an amateur footballer, presumptions of the first registration are applied, with the difference that "transfer" is marked in the application

This regulation was amended, codified and approved by a decision of the Executive Committee of the Hellenic Football Federation on 14.06. 2016 (No 57)

Athens 14 June 2016

THE PRESIDENT

THE EXECUTIVE SECRETARY

GEORGIOS GIRTZIKIS

PAUSANIAS PAPANIKOLAOU