



The WRU Players Registration and Transfer Regulations

Season 2024-2025

1. Player Registration:

- (a) No player may represent a Club in any Fixture unless he is one of the registered playing members of that Club ('Registered Player') is on dual registration with that Club or has been granted a permit to play for that Club. **All players are required to self-register using the WRU Game Locker in line with GDPR Regulations and produce an identifiable photo when submitting the registration.**
- (b) For the purpose of these Regulations "Fixture" shall mean any match forming part of a Competition, or a friendly match, sanctioned by the WRU.
- (c) A Registered Player is one who has self-registered and accepted the Union Registration Request appropriate to his status and who has been duly registered with the Union in the Union's database in accordance with Regulation 3.
- (d) Super Rygbi Cymru Clubs may register up to 2 non-Welsh qualified players who will at any one time be eligible to play for it in the National League (i.e., if one or both non-Welsh qualified player(s) leave the Club he/they may be replaced providing the number of non-Welsh qualified players at that Club does not exceed 2). **Only 2 non-Welsh qualified players may be named in the match day squad for any National League or Knockout fixture.** In the case of a professional or semi-professional player from outside the EC and who does not have EC workers' rights, a licence to employ the player must be obtained by the Club from the UK Border Agency. An application for a licence to employ a professional or semi-professional rugby player has to be supported by the Union. The WRU will not support an application for a licence to employ a professional or semi-professional rugby player other than an application made by a Professional Region, a Development Region and a Super Rygbi Cymru Club. The numbers of non-Welsh qualified players which may be registered and/or contracted by a Professional Region is governed by the Professional Rugby Agreement between the WRU and the Regional Organisations.

Clubs in the Community Premier Division through to Division 6 are not limited to the number of non-Welsh qualified players or overseas players they are allowed to register in their respective squads however each team is only permitted to select a maximum of 2 overseas players in each matchday team (such players must provide

documentary evidence to prove they have a right to reside in the UK and Clubs must confirm such players do not receive any material benefit from playing Rugby Union). **Only 2 overseas players may be named in the match day squad for any National League or Knockout fixture.**

For the avoidance of doubt, an overseas player is one who is not qualified to play for Wales at the date of registration and who cannot prove to the satisfaction of the WRU that he is entitled to the rights granted under Title III of the EC Treaty or under the EEA or other European Agreement (i.e., a person who has European workers' rights)

Any Super Rygbi Club who have more than two non-Welsh qualified players registered (being players who at the date of registration are not qualified to take the field of play as a member of a team at senior level to represent Wales in accordance with World Rugby Regulation 8.1), will be in breach of the Super Rygbi Cymru License.

- (e) No payment of any kind, whether direct or indirectly, may be made to a Player which has signed the Statement of Integrity (Appendix 1) pursuant to the National League Rules. In the event that a Member Club which has signed the Statement of Integrity is deemed to be making payments to Players, the sanctions (Appendix 1) may be applied. For the avoidance of doubt, Clubs which have elected to make payments to Players and as a result have foregone their Rugby Core Grant will not be deemed to be in breach of this policy.
- (f) For the avoidance of doubt, these Registration and Transfer Regulations apply to every Club and/or Team who participates in competitions.

Only a player who is currently registered with a Union shall be able to participate in competitions organised, recognised or sanctioned by that Union (World Rugby Regulation 4.5.6)

2. Types of Player Registration:

There are 2 types of player registration

i) Regional Contracted Player

Any player who is engaged on a player contract with a Regional Team and / or Regional Academy

Any player who has self-registered with a club within its respective Geographical Region will be deemed as a registered player with that Region and therefore deemed eligible to play in European competition.

ii) Player

Any player aged *18 years or over.

NB. * On attaining the age of 18 years and becoming a Senior Player, a completed Player Registration Request (Appendix 2) must be submitted to the Welsh Rugby Union by the player even if he was previously registered as a Youth player with the Club, otherwise the player will be ineligible to play for the Club's Senior Team or Second XV Team in any competition or fixture sanctioned by the WRU. This registration must be completed online via WRU Game Locker.

The Union recognises that Clubs may wish to place players on a playing Contract. However, any disputes between a player and his Club or between Clubs will not be arbitrated upon by the Union. Accordingly, the Player Registration Request (Appendix 2), submitted by the player, is the only recognised method of registration to be used and accepted by the Union.

3. **Player Registration Request:**

- (a) In order to register a Player, the following submissions must be made to the Union;
 - (i) The prescribed Player Registration Request contained within submitted on behalf of the player. (See **Appendix 2**)
 - (ii) An International Clearance application form if the player is transferring from another Union (see **Appendix 5**)
- (b) The Union shall, if satisfied that the Player Registration Request (and any Player Transfer Request required under Regulation 5) has been completed strictly in accordance with these Regulations, record the Player as being duly registered with the Club in the Union's database and the appropriate acknowledgment has been received by the Club.
- (c) No Player may participate in a Fixture unless they have first registered with the Union and the appropriate acknowledgment has been confirmed by the player. The standing down period between the receipt of a registration form in the Union Offices and the player's eligibility to play is as follows;
 - (i) Seven (7) days where the player is transferring from another Club and the registration / transfer request has not been accepted on behalf of his previous Club.
 - (ii) Twenty-eight (28) days where the player is transferring from another Super Rygbi Cymru Club and the registration/transfer request has not been accepted on behalf of his previous Super Rygbi Cymru Club.
- (d) A Player submitting a Player Registration Request but who is already registered with another Club shall be notified that the registration is not complete and will be informed of his previous registration.

4. **Transfer Deadline:**

The transfer deadline is the 31st of January in each year, with the exception of players transferred in line with URC and EPCR deadlines;

A Player will be ineligible to play for a Club in any National League, WRU Conference or National Knockout Fixture if they become registered after 31st January in any season, with the exception of players transferred in line with URC and EPCR deadlines, unless such Player is;

- a. A Player who is registered with the Youth team of that Club and is subsequently registered as a Senior Player with that Club.
- b. A Player who is subject to a permanent residential relocation from another area where extensive travel (in excess of 100 miles round trip) precludes the player continuing to play for his former Club. (Applies to Championship who do not hold A Licence status and Divisions 1 – 6 only). **Before such a Player may play in WRU Competitions the player's registration must be sanctioned by the Union's Competitions Management Committee.**
- c. A Player not previously registered with any other rugby Club. **Before such a Player may play in WRU Competitions the player's registration must be sanctioned by the Union's Competitions Management Committee.**
- d. A player who has been de-registered by a club during the season may be re-registered by that club at any time during the same season, including after the deadline of the 31st January with the exception of players transferred in line with URC and EPCR deadlines;
- e. a player who has been deregistered by a club prior to January 31st, 2025. For the avoidance of doubt, if a player was de-registered on January 30th and then wishes to register for a new club on February 1st or at any time in the Season thereafter then this would be acceptable. However, if a player was de-registered after 11:59pm on January 31st, 2025, then he would be ineligible to register with another club as of February 1st, 2025, for the 24-25 season.

5. **Termination of Registration, Deregistration and Transfer of a Player:**

Any Transfer of a Player must be affected by completing the appropriate Player Transfer Request (see **Appendix 3**) which must be accepted by the Player and an authorised person of both Clubs. If the transferring Club fails or refuses to accept the Player Transfer Request, the Transfer will nevertheless be effective 7 days after submission of the Player Transfer Request to the Union, provided that the Club to which the Player is transferring has notified the Union as well as the Transferring Club. This will not be the case for those transfers where the transferring Club has expressed concerns in

relation to the WRU Payments to Players Policy (Appendix 1). In this case the Transfer will not become effective until the Union is satisfied there is no breach of policy.

6. ***Loans will only be permitted and allowed to be used by Regional sides.***

7. **Player Permit Request (See Appendix 4)**

(a) The Regulations relating to player permits in National League matches are set out in the Rules of the National League 2024-2025.

(b) Permits are not allowed in the Community Premier Division Cup to Division 5 Cup Competitions unless players are registered with a Regional Academy. The regulations relating to this are set out in the Rules of the National Knockout Competitions 2024-2025.

(c) A Permit is required to allow a player to play for a Club, other than the Club with which the player is registered, in any fixture where the regulations allow.

(d) **The procedure for granting Player Permits will be:-**

(i) A Player Permit Request is submitted by an authorised Official of the Club with which the player is registered (see **Appendix 4**).

(ii) A permit must be sought for each match in which a player plays and such permit may be granted for a match at any time in the season by a representative of the Club permitting the player. Once accepted, the player is eligible to play.

(iii) The Union may submit a Player Permit Request on behalf of those players whose club of registration has withdrawn from Competitions.

8. **Dual Registration Request**

A **dual registration** system will operate whereby:

(i) University students will be allowed to dual register with a club in England and Scotland whilst also being able to play for their registered club in Wales under a Home Nations Student Pass. Once approved by both clubs and Union, it will mean that international clearance is not required for the player for either team throughout the season.

- (ii) Aside from (i) there will be no dual registrations permitted by any side for the 24-25 season.

9. **Clubs ceasing to be members of the Union:**

In the event that a Regional Member or Club cease to be a member of the Union all Players of such Regional Member or Club shall, from the date of cessation, be deemed to be registered with the Union and the Union shall have the same rights in respect of the transfer of registrations of all such Players as such Regional Member and/or Club had until the date of such cessation.

10. **Penalty for Breach of Regulations:**

Failure by any Player, Club or Club Official to comply with any of these regulations will render the Player and/or the Club(s) and/or Club Officials concerned liable to such sanctions or remedies as the Union shall in its discretion deem appropriate including, without limitations, reprimand, fine, suspension or expulsion from the Union.

11. **Powers of the Union:**

- (a) The Union reserves the right to override, amend, supplement and/or discontinue each and any of these Regulations should they deem it necessary and appropriate.
- (b) In addition to the other powers set out in these Regulations, the Union shall at its discretion be entitled, of its own motion and/or on the application of any Club or Player, to override any procedural defect in relation to these Regulations if, in the circumstances, it considers it necessary and appropriate

12. **Disputes:**

Any dispute difference or matter arising in connection with these Regulations shall be referred to the Union's Competitions Management Committee for adjudication unless these Regulations provide otherwise.

13. **Miscellaneous:**

Players in the Armed Forces, Universities, Institutes of Higher Education, or Colleges (not Schools) can assist their Service Unit, University, Institute or College XV or Representative Teams involving the same without the necessity of a Transfer or Permit or permission, provided those Clubs are not involved in the National League, but such Players shall be regarded as registered with the Club for which they were registered immediately prior to joining the Armed Forces or entering a University, Institute or College. To play for any other Club would require a Permit or Transfer pursuant to these Regulations.



WRU PAYMENT OF PLAYERS

Dear Club Secretary,

RE: PAYMENT TO PLAYER PROTOCOL SEASON 24/25

We are pleased to provide you with the Payment to Players Protocol and Statement of Integrity Declaration of Compliance which has been approved by Club Development Committee and ratified by Community Game Board.

Welsh Rugby Union is committed to ensuring that the Payment of Players Protocol is promoted and adhered to across the Community game because players in the community game should not be paid directly or indirectly as per HMRC policy.

This protocol also includes a frequently asked questions document with scenarios that are pertinent to community rugby clubs and players highlighting where a player would be deemed to be in receipt or not in receipt of a material benefit.

We are sending you this document to read as it is critically important that you understand the protocol and frequently asked questions before making a decision, as a committee, about whether or not your club will be signing the Statement of Integrity Declaration of Compliance for Season 24/25. Please note that future payments from the WRU are dependent upon the completion of this document. If you intend signing the document please return completed to Clubdevelopment@wru.wales no later than 30th August 2024. Failure to provide the document prior to this date will result in core grant being removed.

If you do not intend signing the document, please email clubdevelopment@wru.wales with confirmation that you will not be signing before the same date above.

Payment to Player Protocol

Introduction

The Welsh Rugby Union is committed to ensuring that the Payment of Players Protocol is promoted and adhered to, so that players in the community game in Wales are not paid to play rugby either directly or indirectly. An FAQ document has also been created to assist clubs with their decision as to whether or not a player is in receipt of a material benefit when playing for their club (a copy of which is set out at in this document).

Rationale

The WRU actively promotes a non-paying protocol in the community game in Wales, and where required will impose sanctions upon clubs in the community game in Wales who are in breach of this protocol (including potentially placing conditions or restrictions on any funding that the WRU may provide to community rugby clubs in Wales).

The WRU is keen to encourage all Welsh community rugby clubs to comply with the Payment of Players Protocol.

Circulation to Clubs

Club Secretaries will receive confirmation of the Payment of Players Protocol from the WRU in advance of each community rugby season. Clubs are reminded that the compliance with the Payment to Players Protocol also forms part of the wider criteria that community rugby clubs in Wales will need to comply with to be eligible to receive the rugby grant from the Welsh Rugby Union in the relevant rugby season.

Statement of Integrity Declaration of Compliance

All Welsh community rugby clubs will be required to complete the '*Statement of Integrity Declaration of Compliance*' form on an annual basis, with a closing date for submission of the 30th August each year. As detailed above in preparation for Season 24/25, a series of meetings will be held across the Districts to obtain signatures. A copy of the Statement of Integrity Declaration of Compliance is set out in this protocol document for your information as a pre-read prior to attendance at the meeting.

Please note that, as part of the Statement of Integrity Declaration of Compliance, clubs will also be required to confirm that they will notify the WRU (i) if they are subject to any investigation by HMRC and (ii) the outcome of that investigation. Any failure by a club to disclose this information to the WRU will be deemed to be a breach of the Payment of Players Protocol.

If a club decides that it wishes to pay its players for the forthcoming season, that club will not be required to complete and submit the '*Statement of Integrity Declaration of Compliance*'. Any club that decides to pay its players must notify the WRU of its intention to pay players and confirm to the WRU that it will comply in full with all PAYE and other tax obligations.

However, please note that any club that does not complete and submit a fully signed copy of the 'Statement of Integrity Declaration of Compliance' to the WRU will be deemed to not be eligible to receive the core rugby grant from the WRU in the forthcoming season.

If your club will be submitting the '*Statement of Integrity Declaration of Compliance*' to the WRU for the forthcoming season, your club's form must be signed by the Club Chair; Club Secretary; Club Treasurer and 1st XV Head Coach or Team Manager.

Before submitting your club's '*Statement of Integrity Declaration of Compliance*' form to the WRU, your club should review the FAQ to allow your club to determine if a player is in receipt of a material benefit whilst playing for your

club. If it is determined that a player is in receipt of a material benefit, please note that the player would be classified as being paid to play for your club (and your club would therefore not be eligible to potentially receive the rugby core grant from the WRU for that season).

The Criminal Finances Act 2017 came into effect on the 30th September 2017. This legislation makes companies and partnerships criminally liable if they fail to prevent tax evasion by either a member of their staff or an external agent, even where the business was not involved in the act or was unaware of it.

Any complaints or concerns regarding the payment of players in the community game should be reported to the Welsh Rugby Union as soon as possible, together with copies of any supporting evidence of any such behaviours.

Player Registration and Transfer Regulations

When players register online, they are reminded of their obligations in relation to the Payment of Players Protocol. By registering to play for a community club in Wales, players are also required to comply with the Player Registration and Transfer Regulations.

Disciplinary Regulations

Any breaches of Payment of Players Protocol may lead to disciplinary proceedings being commenced in accordance with the WRU's Payment to Players Sanctions.

Payment of Players Panel

The Payment of Players Panel will be convened as and when required and will be appointed by the WRU Board. It is the WRU's intention that the panel will be made up of independent members where possible. The Payment of Players Panel will consider (i) any evidence gathered and (ii) apply appropriate sanctions if the Payment of Players Panel considers that there have been any breaches of the Payments of Players Protocol following the relevant investigation process.

Any sanctions imposed are at the sole discretion of the Payment of Players Panel.

INVESTIGATIVE PROCESS – STATEMENT OF INTEGRITY

The investigative process will commence from 1st September 2024 for all reports of payment to players applicable to Community Premiership teams and below.

Stage One - Initial Investigation

When information is received to indicate that a club has contravened the Statement of Integrity, the matter would initially be investigated internally by the Places Team. We will not act on hearsay. In order to trigger a stage one Initial Investigation, hard actual evidence will be required. For example, messages received or written or other forms of communication indicating a payment to players.

Stage one will include research of internal databases such as My WRU, social media channels and other open source material. Once all of the necessary information has been obtained and all lines of enquiry have

been pursued, if deemed necessary, a meeting will be held with the club with relevant representative in attendance, to discuss the allegations made and to offer the club the opportunity to provide an explanation.

Once the Club's explanation has been received and all of the evidence available has been collated, the matter will be referred to the Independent Payment to Players Panel.

The Club will also be informed that the WRU is imposing an embargo on all player transfers.

Stage two – Referral to Payment to Players panel

The Payment to Players Panel is an independent panel and they will consider all of the evidence presented in full and determine, on the balance of probabilities, whether there is sufficient evidence for a sanction to be applied. If the Panel determines that there is insufficient evidence to warrant further action the relevant Club will be informed in writing by the panel and the investigation will be concluded.

If the Panel considers that further information is required from a Club to enable it to determine whether a sanction should be applied, the Club will be requested to provide the same within 14 days (or such other period as is specified by the Panel). Following receipt of the requested information, the Panel will reconvene to determine whether there is now sufficient evidence to warrant a sanction. Where the requested information has not been provided, the Panel will determine whether on the balance of probability a sanction should be made on the basis of existing information and the fact that the club failed to provide further requested information.

The Independent panel will determine the sanction and the club will be notified of the sanction in writing to the Club Secretary no later than five days from the meeting taking place. The letter will be copied to the relevant internal departments of the WRU.

Stage three - Appeal hearing if requested by Club

In the event that sanctions are imposed on a Club for breach of the Statement of Integrity, the Club will have the right of appeal. The Appeal will be heard by Independent people who were not associated with the initial Panel decision. It is anticipated that the appeal will ordinarily be heard no later than 21 days after the Payment to Players Panel, but in any case as soon as reasonably practicable. A Club's right to appeal will be communicated at the same time as the notification regarding sanctions imposed and any such appeal must be lodged before 5pm on the day which is the fifth working day after the day on which the Club was informed of the Panel's decision (so that, by way of example, if a Club was informed on a Tuesday that the Panel had determined that sanctions would be imposed, the deadline for lodging an appeal would be 5pm on the following Tuesday).

If no appeal has been lodged by a club within the specified timeframe, the opportunity to appeal the decision of the Panel will lapse and the sanctions imposed by the Panel will stand.

APPENDIX 2

Table of Sanctions

The Independent Payment to Players Panel will need to determine the severity of the breach of Statement of Integrity and the sanction to be applied. The WRU Community Department will not tolerate the

inappropriate illegal payment to players in the Community Game and therefore the sanctions will be relative to a first or second offence.

For every offence, there will be no additional grant funding support provided by the Places Team and there will be no support to Be Active Wales Grant Applications through Sport Wales.

Offences are spent after a period of five years.

In determining any sanction to be imposed, the Panel will consider any relevant aggravating and mitigating factors that have been brought to its attention.

Mitigating Factors could include the presence and timing of an acknowledgment of culpability, the removal from the club's Board/Committee of those individuals who had signed the Statement of Integrity and conduct prior to and at the hearing.

SANCTIONS

OFFENCE	CORE GRANT	FINE	PROMOTION	POINTS DEDUCTION	MEMBERSHIP SUSPENSION
First Offence	Core grant to be repaid for every year that the club has been found to breach the Statement of Integrity		No promotion	50% of maximum points that a team could gain in a Season. For a first offence the team will not be relegated.	

Second offence	Core grant to be repaid for every year that the club has been found to breach the Statement of Integrity	£1,000 per Season that the club has been found to breach the Statement of Integrity	Relegation at end of Season from current division to bottom league division	Automatic relegation.	Suspension of membership rights as per Article 14 for two seasons
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Summary - Payment of Players Protocol

- Clubs will continue to be grant funded based, subject to compliance with certain criteria.
- The '*Statement of Integrity Declaration of Compliance*' will remain in place.
- The WRU will provide an annual reminder to Clubs of their obligations to be eligible for grant based funding.
- The WRU will hold meetings across all Districts to obtain signatures for the '*Statement of Integrity Declaration of Compliance*'
- Community rugby clubs in Wales will be required to sign the '*Statement of Integrity Declaration of Compliance*' by 30th August in each calendar year (which will include a club being required to confirm that they will disclose to the WRU if they are subject to investigation by HMRC and the outcome of any such investigation).
- Clubs should report any suspicions that they have around the payment of players directly to WRU on a confidential basis as soon as possible via email to clubdevelopment@wru.wales.
- Any potential breaches of the Payment of Players Protocol will be referred after internal findings are completed and if the WRU considers that there has been a potential breach of the Protocol, appropriate disciplinary investigation proceedings will be commenced and sanctions may be applied at the discretion of the Payment of Players Panel if a breach of the Protocol is proven.

PAYMENTS OF PLAYERS: FREQUENTLY ASKED QUESTIONS (“FAQ”)

The WRU is unable to provide any tax, legal or accounting advice. Please note that this FAQ document has been prepared for information purposes only and is not intended to provide tax, legal or accounting advice. Clubs, players and other individuals should seek their own independent tax, legal and accounting advice before engaging in any transaction and this FAQ document should not be used or relied upon for tax, legal or accounting advice..

Material Benefits FAQ’s

SCENARIO	MATERIAL OR NO MATERIAL BENEFIT
A player receives club / sponsor branded playing kit. Training kit or formal wear i.e. Club Blazer or Tie (due to a new sponsor or otherwise).	No Material Benefit. <i>The player would not be classified as being paid.</i>
A player receives unbranded playing kit, training kit or formal wear for personal use.	No Material Benefit. <i>The player would not be classified as being paid.</i>
A players third party gym membership is paid for by or on behalf of a club or club sponsor.	No Material Benefit <i>The player would not be classified as being paid.</i>
A player receives a monetary or non-monetary benefit from the players personal sponsor who has no connection to the rugby club.	No Material Benefit. <i>This assumes the sponsor has no connection with the club and receives nothing from the club for the sponsorship. Please note that this may still be a taxable benefit for the player and the player should obtain independent tax advice.</i>
A players club membership fee is paid for by the club, club sponsor or the players personal sponsor.	No Material Benefit. <i>This assumes that the money from the sponsor goes to the rugby club and the player receives nothing in return, other than the waiving of membership fees.</i>
A players club membership fee is initially paid for by the player , then subsequently reimbursed by the club (due to a new sponsor or otherwise).	No Material Benefit. <i>This assumes that the payment from the club to the player is a reimbursement of costs previously paid by the player. Any additional amount would be a material benefit, subject to the other provisions here within.</i>

<p>A players third party gym membership is paid for by or on behalf of the players personal sponsor who has no connection to the club</p>	<p>No Material Benefit.</p> <p><i>This assumes the sponsor has no connection with the club and receives nothing from the club for the sponsorship. Please note that this may still be a taxable benefit for the player and the player should obtain independent tax advice.</i></p>
TRAVEL EXPENSES	
<p>The club pays for the exact cost of accommodation at an away game or tournament</p>	<p>No Material benefit.</p> <p><i>This will not be a material benefit when travelling to somewhere other than the ordinary place of business. Round sum provisions are always defined as a material benefit (see below)</i></p>
<p>The club provides a round sum out of which travel to the game can be paid, whether it be home or away</p>	<p>Material Benefit.</p> <p><i>Round sum travel payments are effectively remuneration. The Material Benefit here will be the whole round sum paid. For no material benefit to occur for unpaid players, the travel paid must be no more than the public transport cost or 45p or less per mile if driving. (For the first 10,000 miles 25p or less after this)</i></p>
<p>The club reimburses / pays for the exact cost of food / drinks / refreshments in the way to or from an away game or tournament</p>	<p>No Material Benefit.</p> <p><i>When players are travelling to somewhere other than the “ordinary place of business” (defined as both their home ground and usual training base), the club paying for refreshments is not a material benefit.</i></p> <p><i>The provision of a round sum, which players might (or crucially might not) spend on refreshments, is always defined as a material benefit.</i></p>
<p>The club pays 45p or less per mile for travel to a game (home or away), based on HMRC rates. (45p or less for the first 10,000 miles 25p after that)</p>	<p>No Material Benefit.</p> <p><i>Although you will need to refer to separate rules regarding CASC registered clubs on the HMRC Website</i></p>
<p>The club reimburses the exact cost of travel to a game and / or training, whether it be home or away (i.e. train fare, taxi fare, flight costs</p>	<p>No Material Benefit.</p> <p><i>Although, please see separate rules regarding CASC registered clubs.</i></p>
PROVISION OF MEDICAL, PHYSIO, REHABILITATION AND INSURANCE SERVICES	

The club takes out any insurance policy on behalf of the club.	No Material Benefit. <i>This will include the WRU Insurance policies and any top up which is undertaken on behalf of the club and it's players as a whole.</i>
The club takes out any other insurance policy on behalf of a player / group of players.	Material Benefit. <i>Where additional policies are taken out on behalf of a specific player / group of players (for example, there is an additional cost for each individual included) this will be a material benefit for each of those players.</i>
A club engages a doctor, physio or other medical practitioner to provide services within the club environment.	No Material Benefit.
The club outsources the provision of a doctor, physio or other medical practitioner to a local provider.	Services available to the whole club – No Material Benefit. A mass provision of services is seen as an alternative to the club employing an on-site physio / doctor. A player / group of players – Material Benefit. Where services are provided on behalf of a specific player / group of players, this will be a material benefit for each of those players.
The club pays for external / private medical, dental, rehabilitation or physio services on behalf of a specific player / group of players.	Material Benefit. <i>The player would now be classified as being paid.</i>
PROVISION OF CARS	
The club, club sponsor or a third party connected with the club provides a car to the player.	Material Benefit. <i>This benefit will match the tax treatment of company cars. As such the benefit can be quantified by using HMRC's Company Car and Car fuel benefit calculator.</i>
GYM MEMBERSHIP	
The club pays for a players membership at a third party gym.	Material Benefit. <i>The player would now be classified as being paid.</i>
The club provides a player with gym membership at a gym that the club owns	No Material Benefit.
The club arranges for gym membership to be provided by a third	No Material Benefit.

party, (whether connected to the club or otherwise) and the third party receives no monetary or non-monetary benefit in return.	
ACCOMMODATION	
The club provides a player with accommodation at the club (but with no access to a kitchen).	No Material Benefit.
The club provides separate accommodation (for example, flat or room in a flat) that is either at the club or at a premises owned by the club.	No Material Benefit.
The club arranges for accommodation to be provided by any third party (whether connected to the club or otherwise) and the third party receives no monetary or non-monetary benefit in return.	No Material Benefit.
The club or any third party (whether connected to the club or otherwise) pays for accommodation for the player.	Material Benefit. <i>The player would now be classified as being paid.</i>
BONUSES – MONETARY	
The club pays players a bonus, whether related to the outcome of a game or season, or for any other reason (including any player of the match monetary bonus)	Material Benefit. <i>The player would now be classified as being paid.</i>
BONUSES – NON-MONETARY	
The club provides refreshments before,	No Material Benefit

during and / or after the match or training.	
The club provides a player with anything of monetary value (for example vouchers, bar tab, pre paid card) to exchange at the club bar.	<p>No Material Benefit.</p> <p><i>This must be an amount incidental to the social benefits associated with being part of a rugby club and to be used by that player, rather than remuneration in-kind.</i></p> <p><i>Where a player receives cash payments, whatever the intended use, this will be a Material Benefit.</i></p>
The club provides and pays for refreshments at a third party establishment.	<p>Material Benefit.</p> <p><i>The player would now be classified as being paid.</i></p> <p><i>The key point is whether the club is providing its own drinks to players or paying for players drinks elsewhere.</i></p>
GENERAL	
Fundraising for going on tour.	<p>This would not constitute a Material Benefit provided</p> <ul style="list-style-type: none"> a) The fundraising is for the entire team to cover the reasonable and out of pocket cost of the tour and no money is passed onto the players; and b) No player is receiving any Material Benefit to participate in the tour.
A player receives an education bursary.	<p>If the money is exclusively in respect of education, this does not constitute a Material Benefit provided no portion of the bursary is in respect of playing rugby.</p>

WRU PAYMENT OF PLAYERS PROTOCOL

STATEMENT OF INTEGRITY AND DECLARATION OF COMPLIANCE

By submitting this Statement of Integrity and Compliance (the “Statement”) to The Welsh Rugby Union Limited (“WRU”), **INSERT NAME OF CLUB** (the “Club”) acknowledges, accepts, agrees and understands that in order for the Club to be eligible to receive the maximum amount of Rugby Grant funding that it may be eligible to receive from the WRU in respect of the 2024 / 2025 Season (the “Season”):

- (a) the Club must fulfil all of its first team WRU National League & National Knockout Competition fixtures for the Season;
- (b) the Club must:
 - (i) make full use of, and fully comply with any instruction(s) from the WRU in relation to the use of, the MyWRU website for all player registrations, transfers and permits during the Season (including the club promptly updating any such registration data via the MyWRU website), and
 - (ii) undertake a Self-Assessment visit within the Season to produce a “Club Development Plan” (a template of which will be provided separately by the WRU) for on and off field activity (with any such Club Development Plan to be completed and submitted to the WRU by the Club within the Season as part of a self-assessment visit and this should be regularly updated thereafter);
- (c) the Club shall comply with (and shall procure that any representative of and/or third parties connected with the Club, including but not limited to any Club committee member(s), coach(es), player(s) and sponsor(s) shall comply with) with the WRU’s Payment of Players Protocol, namely that the Club or any representative of the Club shall not pay or permit players to be paid in return for playing for the Club (either directly or indirectly, for example via a Club sponsor or any other third party);
- (d) (whilst the Club may be permitted to pay coaches for providing coaching services only to the Club) the Club understands, acknowledges, accepts, undertakes and warrants to the WRU that the Club:
 - (i) may only pay a maximum of two (2) properly qualified coaches who also play for the Club in the Season (each a “Player-Coach”), with any payments made by the Club to any such Player-Coach in relation to coaching to be notified to the WRU by the Club in writing by no later than 30th September 2024, and
 - (ii) will not pay any such Player-Coach any payment(s) for playing for the Club; and
- (e) the Club will (i) promptly notify the WRU’s Club Development Team of any investigation that is conducted by HMRC relating to any allegations of non-compliance with any tax obligations (as soon as the Club are permitted to do so) and (ii) promptly notify the WRU of the outcome of any such investigation.

Declaration

By completing and submitting this Statement, the Club confirms to the WRU that:

- the Club (and the Club’s nominated representatives as set out within this Statement) have read and understood the information contained in (i) this Statement and (ii) the WRU’s Payment of Players Protocol, and the Club is not relying upon any information or representations in relation to this Statement or the Payment of Players Protocol other than that information contained in this Statement and the WRU’s Payment of Player’s Protocol (as relevant);
- all representatives who have signed this Statement on behalf of the Club have the authority to do so and that this authority is vested in such representatives as duly authorised officer(s) or other representative(s) of the Club;
- the Club acknowledge and agree (and the Club’s nominated representatives as set out within this Statement acknowledge and agree) that the WRU may in its sole discretion, treat this Statement as valid and binding on the Club/the Club’s nominated representatives, even if it is not completed in accordance with the relevant instructions; and
- the Club acknowledges, accepts, agrees and understands that the Club must (i) submit a fully signed copy of this Statement to the WRU by attending a meeting within the District and this must be done by no later than **30 August 2024** and (ii) comply with the terms of this Statement and the WRU’s Payment of Players Protocol to potentially be eligible to receive the core rugby grant funding for 2024 / 2025 Season from the WRU. ***If the club fails to comply with such requirements and/or is found to have made and/or submitted a false declaration to WRU in respect of the same, the Club may be subject to (i) further investigation by the WRU in relation any such matters and/or (ii) sanction(s) from the WRU (any such sanction(s) to be determined by the WRU at its sole discretion).***

Signed this ***ENTER DATE AND YEAR***, for and on behalf of the Club.

By

INSERT FULL NAME, Club Chair

By

INSERT FULL NAME, Senior Team Head Coach or Senior Team Team Manager

By

INSERT FULL NAME, Club Secretary

By

INSERT FULL NAME, Club Treasurer

Home **Player Registration** Player Registration

Player Registration

Player Info

Player first name

Player surname

Player sex

Player gender

Player date of birth

Player nationality


Are you qualified elsewhere?

Disability:

I would prefer not to answer

Telephone

Player photo upload


Drag and drop a file here or click

Accepted Filetypes: .jpg, .png, .jpeg

Email

Club

Have you played for a club within the last year?

Please select ▼

Address

Postcode Look Up

Address Line 1

Address Line 2

Town

Country

United Kingdom ▼

Postcode

Your Preferences

Choose your email preferences! Please choose what emails you'd like to receive from the Welsh Rugby Union. [In accordance with our Privacy Policy.](#)

<input type="checkbox"/>  Promotions and Sales	<input type="checkbox"/>  WRU Partners and Sponsors
--	---

To register as a player for the WRU and your chosen club...

- You agree to abide by all the [World Rugby Regulations](#); WRU rules and regulations ([which can be found here](#)) and any other binding directives which may be issued from time to time.
- You have familiarised yourself with [UK Anti Doping Guidelines](#) and are aware of your liability as a player within Welsh Rugby.
- I will not accept any payment, whether in money or as payment in kind, by way of compensation for my agreement to play for my chosen club.

Submit

We are committed to protecting the personal data we hold about you. In proceeding with your registration, you agree that we may contact you from time to time in relation to game administration matters. Our privacy policy sets out how your personal data will be handled. [If you'd like to see our privacy policy click here.](#)

Transfer a Player

Locate the player you want to transfer in

Search for Player's Club

Search Club:

Search Results

No clubs found

Select Player to Transfer

Please select from the list below, which player you wish to transfer to your club:

Player	WRU #	DOB	Options
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request transfer

Initiate Player Transfer

Transferring from

Please be advised: You are unable to transfer players from other Unions via this system. If you wish to transfer players from outside of Wales you need to contact Alan Thomas directly on 02920 822 407

Which one of your club teams will this player be transferring to?

Your Club Team:

Select team:

Player

Player Email:

transfer

PLAYER PERMIT REQUEST

Grant a Player

This function is to allow you to grant a permit for up and coming weekend matches to another rugby club.

WRU ID	Forename	Surname	DOB	
				Grant Permit

Grant Permit for ×

Select Club >

Select Team >

Select Fixture >

Confirm Details >

Select Club

Please select the Club the player is being granted to play for:

-- Select Club -- ▾

Note: Clubs that are in the Premiership can only grant permits to other clubs that are currently in the Premiership, Championship or any Division 1 League.

Clubs that contradict the Premiership permit will display "club not eligible" and cannot be selected.

All other clubs can grant a permit to any other club regardless of division.

Back
Next

Grant Permit for ✕

- Select Club >
- Select Team >
- Select Fixture >
- Confirm Details >**

Confirm Details

You have selected to grant:

Player:
Playing For:
On Fixture:

Please check the details above are correct and click 'Submit' to grant the player.

Seek a Player

This function is to allow you to seek a player to play in coming weekends fixture.

Select Club:

Select Team:

MYWRU

Welsh Club and Women's Rugby Results provided by and Copyright Welsh Rugby Union
Website delivered & powered by Writemedia

Seek Permit for

- Select Team >
- Select Fixture >**
- Confirm Details >

Select Fixture

Finally, select the fixture the player is being seeked to play for:

Please select a fixture

WORLD RUGBY **(Appendix 5)**
APPLICATION FOR CLEARANCE TO PLAY IN ANOTHER UNION

CURRENT UNION: _____

APPLICANT'S NAME: _____ Date of Birth: ____/____/____

Name of current club or other rugby organisation: _____

In which country do you propose playing Rugby? _____

Name of Proposed Club: _____

Proposed date of Departure from Current Union: _____

Anticipated date of return to Current Union: _____

Are you currently under contract with a Club, Union or Rugby Body for the provision of Material Benefit for your participation in the Game? If so, please state when this will come to an end and supply a copy of the contract. _____

In the preceding 12 months the Player has obtained the following period of rest:

_____ weeks and _____ days – rest from any Match(es) and/or team training.

_____ weeks and _____ days – rest from any Match participation (excluding periods of injury)

Date & opponents of Last match played: _____

PLAYER DECLARATION

I, _____
(Applicant's full name – Forenames first)

of: _____

declare that the above information is correct and I understand that on leaving my Union I will be required to submit a similar application before I can be permitted to play in another union.

Applicant's signature _____ **Date:** ____/____/____

DECLARATION ON BEHALF OF CLUB

The applicant is in good standing with this Club and has no financial debt to this Club.

Authorisation Signature of Club Official _____ **Date:** ____/____/____

Print Name _____ **Position** _____

DECLARATION ON BEHALF OF UNION

The applicant is in good standing with his Club and his Union. He is in no financial debt to his Club or this Union. He is under no playing suspension order within the jurisdiction of his Union. At the time of this approval, the player is/ is not (delete as appropriate) under contract for Material Benefit for his participation in the Game.

**Union
Signature:** _____

**Union Stamp:
(& Date)**

If this declaration is signed by an official of a Union other than the Secretary of the National Union, it must be sent for approval by the Secretary of the National Union. Original: To be retained by Current Union Copy: One to the person concerned and another to be sent to the Secretary of the proposed new Union.