

RFU REGULATION 7 – PLAYERS, APPROACHES, CONTRACTS, PAYMENTS AND PLAYER MOVEMENT

7.1 Approaches to Players

No Club or Constituent Body may directly or indirectly, approach (or accept an approach by or on behalf of) any Player who is under Contract with a Club, Constituent Body or Union to induce or attempt to induce such Player to leave that Club, Constituent Body or Union unless such approach or inducement is made with the written consent of that Club, Constituent Body or Union, or is made in the final six months of the term of that Player's Contract. Any Club or Constituent Body wishing to make such an approach may contact the RFU for details of when a particular Player's Contract is due to expire.

7.2 Contracts for Participation

Any person or entity giving or receiving (whether directly or indirectly) any Material Benefit for participation in the Game must ensure that a Contract is in place and that such Contract is in a form approved and distributed by the RFU, as required by World Rugby Regulation 4.

7.3 Expenses

7.3.1 The following expenses only will fall outside the definition of Material Benefit:

- (a) Mileage - A mileage allowance based on the HMRC rates from time to time will be allowed based on an internet based route finder/distance software package (e.g. Google Maps or the AA) currently recognised by the RFU for measure of distances for the journey to and from matches or squad sessions.
- (b) Accommodation - Cost of overnight accommodation limited to Bed, Breakfast and evening meal will be allowed when considered necessary to enable the Club to play in or compete effectively in a Club match or exceptionally as specifically authorised on each separate occasion to take part in a squad session provided the cost on each occasion is authorised by the Club's Treasurer. Receipts should be produced. For the avoidance of doubt, this does not include the provision of accommodation to a player or on his behalf on any other occasion.
- (c) Meals - Subject to the production of satisfactory receipts not more than £25.00 per day may be reimbursed to players to cover the cost of food when traveling to or from matches or squad sessions.
- (d) Rail travel - Rail travel should be Second Class unless First Class is agreed with the Club's Treasurer, in which case a receipt or the ticket must be produced before reimbursement.

- (e) Air travel - Cost of internal UK Air Travel will only be accepted if authorised by the Club's Treasurer.
- (f) The reimbursement of taxi fares and/or the hire or provision (or contribution to the cost of hire or provision or driving) of a motor vehicle (other than payment of mileage allowance as set out in (a) above) to a Player will only be accepted as an allowable expense if it is the most economical means of travel to and from a match or squad session and is authorised by the Club's Treasurer and is solely to enable the player to attend the Club's matches and/or squad sessions and not for any other purpose.

Note: Clubs that are registered as CASCs should be aware that HMRC will not permit them to pay mileage or travel expenses to and from home matches or squad sessions but only to and from away matches. Meal and accommodation expenses may not be paid by CASC clubs. All that may be provided is the reasonable provision of post match refreshment.

- 7.3.2 Any Club exceeding the limits set above and/or providing any other benefit to a Player other than the use of the Club's facilities at its home ground or Club house will be deemed to be paying material benefit and therefore subject to World Rugby Regulation 4.5.

Note:

- (a) *Receipts for all petrol, accommodation, meals and car parking expenses should be obtained and produced to the Club. Petrol receipts are also required when claiming mileage allowances.*
- (b) *Reimbursements or payment of expenses may represent a taxable benefit.*

7.4 Individuals Debts

It shall be a disciplinary offence under RFU Rule 5.12 for any Club knowingly to play any Player who has previously been a member of another Club which he has left without paying his outstanding debts to his previous Club or without fulfilling his obligations to his previous Club under a Contract approved and registered with the RFU under World Rugby Regulations.

7.5 Movement between Unions

- 7.5.1 Any Player wishing to move from one Union to another must obtain all necessary Clearances (from both Current Union and New Union) before playing in competitions in the New Union as required under World Rugby Regulation 4.6.
- 7.5.2 Until all necessary Clearances are obtained the Player cannot be registered to play in any RFU Competitions. Clearance application forms are available from the RFU.

7.6 Academy Player Compensation

In addition to the above, there are additional regulations in place in respect of Premiership and Championship Clubs pertaining to Player approaches and England Academy Player compensation and these regulations are set out in the Premiership Regulations and Championship Regulations which are available at www.englandrugby.com/governance/regulations/.