



FIFA

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THE MOHALE DECLARATION



Current weaknesses

1. Organisation and administration

- Club structure
- Lack of qualified and full-time employed personnel – relevant job descriptions
- Uniform statutes for the clubs and their limited role at national level
- Role clarity of leading organs
- Financial management (budgeting and control)
- Championship calendar not consistent
- Poor planning
- Contractual situation of players
- Absence of communication strategies
- Lack of exploitation of commercial rights
- Security and safety co-ordination at Premier League matches

2. Technical Structure

- Absence of accreditation system for coaches
- Absence of contracts for coaches
- Position of the coach in the structure of the club
- Lack of youth development programmes
- Education (Administration & Management, Refereeing, Coaching, Sports Medicine)
- Access to medical services during pre-competition and competition stages
- Absence of referee inspectors / match commissioners

3. Facilities

- Office accommodation
- Inadequate training fields
- Ownership of training fields and stadia access
- Absence of suitable facilities for official matches
- Training equipment



The Mohale Declaration

Clubs of the LEFA Premier League and a representation of Members of the LEFA NEC and the Premier League assembled at the Orion Mohale Lodge in Mohale, Lesotho, for a Win in Africa with Africa Club Management course from 14 to 19 April 2008 undertook to effect the following, provided that the LEFA NEC undertakes to facilitate the relevant constitutional amendments that would allow the first steps towards Professional Football at the level of Premier League football in Lesotho to be achieved by 2014.

Chairman's Forum

Giving effect to the constitutional establishment of a Chairman's Forum whose membership will be the Chairpersons of the Premier League Clubs under the leadership of the League Management Chairman and whose objective would be to foster closer relations between Premier League Clubs to explore new development projects and be a watch-dog of the league.

The development/introduction of a CLUB LICENSING SYSTEM in time for the league season 2009/2010 that would address key principles that would include the following, provided that the Licensing System would mature in 2014:

Competition

Reduce the clubs in the league from 16 in 2008/9 to 12 by the 2012/13 league season and provide for all competitions to be scheduled consistently within a season and provided that an acceptable *modus operandi* of relegation and promotion is put in place.

Statutes

Review of statutes of clubs to provide for a minimum term of 3 years for club officials and uniformity of the club statutes.

Review of LEFA Statutes to provide for full GA membership of all Premier League Clubs and a second Vice Presidency position on the LEFA NEC.



Finance

Adherence to minimum Finance Standards of all Premier League Clubs that will include production of Audited Financial Statements that will on an annual basis be submitted to the League Management and the LEFA NEC starting in 2009.

Facilities

Consistent access to (or ownership of) developed training facilities that will by 2014 be fully provided and include turf, dressing rooms and training lights, provided that within one year from now all the Clubs will have filed application for land with appropriate authorities, to develop club training facilities and a consistent access to stadia.

Access to/ownership of fully furnished office facilities by the start of the 2009/10 League Season.

Structure

Club structure with clear distinction of responsibilities between the technical and the administrative staff under the General Manager or his/her equivalent.

Staff

The employment of qualified staff on contract that will include both Administration and Technical staff, General Manager or equivalent and a Head Coach, the latter in conformity with set minimum standards in accordance with an established LEFA Coaching Licence System.

Refereeing

The appointment of qualified referee inspectors/match commissioners to assess referees for matches of the Premier League and make sure that the matches are properly organised. Beginning of 2008/2009 Football Season.

Players

Registration of a maximum of 25 players per Premier League Club at any point, provided that this will include not more than 3 foreign players (*who will also be subject to established minimum standards criteria*) and provided all registered players are professionally contracted to the club in conformity with relevant LEFA regulations.

Youth Development

Obligation of all Premier League Clubs to entertain a youth development programme and to participate in LEFA organised Grass-roots and Youth Leagues including Reserve Leagues. Beginning of 2008/09 Football Season.

Safety and security

Implementation and clear distinction of responsibilities for consistent safety and security procedures for referees, teams, officials, spectators and everybody involved in football matches in the stadia. Beginning of 2008/2009 Football Season.

Communication and Marketing

Development of a Communication Strategy that also would address membership directory data base, establishment of active Club Web-sites and Public Relation activities, by the end of 2009. Lesotho Premier League and its clubs commit to an aggressive media policy that will include systematic distribution of news regularly, thereby positively promoting the image of the league, its clubs and the game of football in Lesotho starting beginning of next season.

Development of a Marketing Strategy at both the level of the League and Clubs that would ensure full exploitation of Commercial Rights by Clubs and the League. Beginning of 2008/09 Football Season.

Medical matters

Obligation to Premier League Clubs to have registered and qualified medical personnel in accordance with prescribed requirements and provided that they are all members of or are linked to the LEFA Medical Commission .



Code of Ethics

Introduction of a Code of Ethics signed by the LEFA, the Premier League and the Clubs

Process Management

The Lesotho Premier League Clubs resolved that the foregoing process be managed by the LEFA President and CEO, Premier League Committee Chairman and all Chairpersons of the Premier League Clubs whose responsibility it will be to ensure that targets of the Mohale Declaration are met after development of an official License System and that regular reports (the first time after 3 months – end of August 2008) are made to affected parties and FIFA through its Development Office in Gaborone, Botswana.

Lesotho Premier League Clubs
Orion Mohale Lodge
Mohale, Lesotho
19 April 2008