

FOOTBALL ASSOCIATION REGULATORY COMMISSION

In the matter of disciplinary proceedings brought pursuant to the Football Association Rules for the season 2014-2015

THE FOOTBALL ASSOCIATION

- and -

GEORGE BORG

Commission: Christopher Quinlan QC (Chairman)

Geoff Lee

David Rose

Date: 26 January 2015

Venue: Wembley Stadium, London

Appearances: George Borg

Dario Giovannelli, FA Counsel

Robert Marsh, Judicial Services Manager, Football Association

Richard Berry, FA, observing

Yoichiro Kuriyama, Japan FA, observing

REASONS OF THE REGULATORY COMMISSION

A. Introduction

1. George Borg ('GB') is the manager of Enfield Town Football Club ('ETFC').

2. This matter arose out of events during the Ryman Premier Division match played between ETFC and Winsgate and Finchley FC ('WFFC') on Monday 25 August 2014 ('the match').

B. The Proceedings

3. GB is bound by the Rules of the Football Association ('the Rules'). Part E of the Rules is headed "Conduct". By Rule 1 the Football Association ('FA') may act against a participant in respect of any "*Misconduct*" which includes a breach of "*the Rules and Regulations of The Association and in particular Rules E3 to 28*" (Rule E1(b)).
4. GB was charged with misconduct by letter dated 13 November 2014 ('the charging letter'). He was charged as follows:
 - a. *In or around the 42nd minute of the match he used abusive and/or indecent and/or insulting words towards WFFC supporters, contrary to Rule E3(1); and*
 - b. *It is further alleged that the breach was an "Aggravated Breach" as defined by Rule E3(2) as it included a reference to ethnic origin and/or race and/or religion or belief.*
5. The charging letter directed, *inter alia*,
 - a. That if GB denied the charge and requested a personal hearing such would take place at the earliest available opportunity; and
 - b. Any documentation or other material he wished to rely upon in support of his case must be provided to the FA's Governance and Regulation Division by 21 November 2014.
6. The substantive hearing took place on 26 January 2014. Following closing submissions from the parties and after our deliberations, we announced our

decision to the parties. We found the charge proved. After submissions on sanction and further deliberations we announced the following penalty: GB would be suspended from football and football activities until Burnham Ramblers RFC first XI had played five matches, fined him £275 and ordered him to pay a proportion of the costs of the hearing. In addition, he will be subject to an education programme, the details of which will be provided to him by the FA (Rule E3(7)). We stayed commencement of the match suspension pending any appeal by GB.

7. This is our full reasoned Decision.

C. The Rules

8. Rule E3(1) provides:

“A Participant shall at all times act in the best interests of the game and shall not act in any manner which is improper or brings the game into disrepute or use any one, or a combination of, violent conduct, serious foul play, threatening, abusive, indecent or insulting words or behaviour.”

9. Rule E3(2) provides:

“A breach of Rule E3(1) is an ‘Aggravated Breach’ where it includes a reference, whether express or implied, to any one or more of the following:- ethnic origin, colour, race, nationality, religion or belief, gender, gender reassignment, sexual orientation or disability”.

Approach to the charge

10. The approach to charges under Rule E3(1) and (2) was considered by the Regulatory Commission in *FA v Luis Suarez*, 30 December 2011, paragraphs 57-71. In *Suarez* the Commission explained when dealing with charges under Rule E3(1) and E3(2), the words or conduct in question are to be viewed objectively. The individual's subjective intentions are irrelevant as far as a breach is concerned.
11. That approach was followed in *FA v Nicolas Anelka* 3 March 2014 and *FA v Whelan* 30 December 2014.

Burden and standard of proof

12. The burden of proving the allegations rests upon the FA. The standard of proof is the civil standard of the balance of probabilities (General Provisions under the Disciplinary Procedures, Regulation 1.5). That is the "single unvarying standard" (*per* Mitting J in *R. (Independent Police Complaints Commission) v Asst. Commissioner Hayman* [2008] EWHC 2191 Admin) at para.20) we applied, giving appropriately careful consideration to the evidence in this serious matter (as described by Lord Carswell in *R (On application of N) v Medical Health Review Tribunal* [2005] EWCA Civ 1605).

D. The Evidence

Background

13. GB presented a deal of written and oral character evidence. We considered it all. When interviewed by the FA he said he was 56 years old and in a long career in football had worked with people of many different races and religion. He had never been charged with any such offence before nor was he racist. He said his

daughter “goes out with a mixed raced boy, I’ve got a black guy married to my niece, I’ve got a Jewish brother-in-law...”. He denied in the strongest possible terms that he would or did act as alleged. Before us, he repeated and elaborated upon his character and was resolute in his denials.

14. We also heard from Mitch Hahn an ETFC player who was present at but not involved in the match. He is Jewish and his grandfather a Holocaust survivor. He has never heard GB utter any anti-Semitic comment. He opined that GB was not racist and was not an anti-Semite.

FA’s case

15. The match kicked off at 15.00 on Monday 25 August 2014. It was a home fixture for ETFC. The FA showed us a DVD recording of the match highlights. It lasted a little short of 10 minutes and showed nothing of the incident nor could we hear anything relating thereto. The FA relied upon the following witnesses, each of whom gave an oral account before us and in this order.

16. Joel Mannix (‘JM’)

- a. He adopted his statements as true and accurate, though an important aspect of his evidence was at odds with the content of the same.
- b. JM was one of two assistant referees. During the first half he was running the line opposite the dugouts and closest to the goal behind which the WFFC supporters were located.
- c. WFFC scored in or about the 42nd minute. Very shortly thereafter he heard some WFFC supporters shouting abuse at GB. The abuse comprised, “*your mum’s a whore*” “*your mum’s a slut*” and “*you bald headed twat*”. GB reacted to that abuse. He heard him shout, “*shut up, fuck off*”. In his witness statement he said GB also shouted, “*don’t worry, Hitler will get you*”. He

was surprised as WFFC is *“essentially a Jewish club”*. He was on the opposite side of the pitch, roughly opposite GB, whose voice was loud enough for him to hear.

- d. At half-time, he discussed the matter with the other match officials. Elliot Kaye spoke with the Referee Assessor (‘the Assessor’) and then GB was called into their room. GB was told he was going to be sent from the technical area and the reason for his expulsion. Initially, he denied using the words *“Hitler will get you”* or *“Hitler is going to get you”*; he then explained that he had said it to a mate and it was *“only a joke”*. When told that both JM and PA had heard him direct the comments to behind the goal, he was, in JM’s word, *“resigned”* and said something to this effect: *“so they can say what they like about me and my family, but I can’t say anything back”*.
- e. At the start of the second half, GB tried to watch the match from the side of the pitch but ultimately accepted he must move and did so.
- f. GB and the Commission questioned him. He said the actual words he heard GB shout were *“Hitler will get them”* not *“you”*. He did not complete an Extraordinary Incident Report Form (‘EIRF’) as the referee told him not to.

17. Elliot Kaye (‘EK’)

- a. We had his EIRF and witness statement; he adopted his statement as true and accurate. EK was the match referee. Just before half-time one of the WFFC players told him that GB had *“just said something inappropriate”*. He did not know that player.
- b. At half-time, PA told him he heard GB say to WFFC supporters, *“Hitler is going to get you”*. JM told him he had also heard what GB shouted, but EK discounted that as JM was the other side of the pitch and his report was couched in cautious terms. Since WFFC was a club with a *“Jewish*

background” he believed an offence had been committed. He spoke with the Assessor, outside the dressing room (as he recalled) and then asked GB to come into their room.

- c. Initially GB denied using the offending words but then said it was “*just a joke*”. He said he had a Jewish son and it was a running joke with someone at WFFC. Told that he would be excluded from the Technical Area, he said he had reacted to WFFC supporters, who had been shouting abuse about him and his family.

18. Keiron Street (‘KS’)

- a. He adopted his witness statement as true and accurate.
- b. KS was playing centre half for WFFC. He recalled that during the first half WFFC supporters were “*cheering and shouting*” at GB. He said he could not remember what was being shouted.
- c. Just before half-time, he was standing at the junction of the centre circle and the half-way line, on the side adjacent to the technical areas. Given his position on the pitch, he recalled the ball was deep in ETCC half, close to the same touchline on which the dugouts are located. He heard GB shout at the WFFC supporters behind the goal, “*Hitler is going to get you*”. He heard him shout it twice, separated by about 4 seconds. GB was not far from him. He said he was “*amazed*” to hear this shouted as WFFC is a “*Jewish club*” and its supporters and players “*would be highly likely to take offence*”. He asked the referee if he had heard what GB said. After he blew the whistle for half-time, he spoke again to the referee and told him what he’d heard GB shout.

19. Pasquale Acierno (‘PA’)

- a. We had his EIRF and witness statements; he adopted his statements as true and accurate. PA was the other assistant referee. During the first half

he was running the line on the dugout side. During that half he advised GB to calm down as he was “*hollering*” at the referee. Although initially he did not take kindly to the advice, eventually he followed it.

- b. He was also aware that throughout the same half GB was “*subjected to provocation*” from WFFC supporters who were shouting abuse at him. He could not hear the precise words. He was aware that GB was shouting back. He was standing in front of the WFFC dugout, when he heard GB shout at the WFFC supporters, “*Hitler is going to get you*”. At that time he did not know that WFFC had (what he was told at half time was) “*strong links to the Jewish community*”. At the time, it struck him as a strange thing to say.
- c. At half-time, he told Elliot Kaye (‘EK’) what he heard. EK spoke with the Assessor and then GB was called into their room. GB was told he was going to be sent from the technical area and why. Initially he denied shouting the words. After twenty or thirty seconds he said, “*it was just banter*” with one of his players. He said he was reacting to abuse from WFFC supporters, who he said had been shouting abuse about his family, including his mother. To PA, GB seemed “*genuinely upset*” for succumbing to the provocation.

20. FA officials interviewed GB at Wembley Stadium on 23 September 2014. We read and considered a full transcript of that interview. His case is encapsulated in this

GB: Yes, feel free? Okay, alright. I did want to put my little list down. All the things that I don't mind, you know, it's water off a duck's back for me, it really is. 'Let's all kill Borgy (ph 04.37), la la la.' That's not a problem. 'Die Borgy, die.' That's not an issue. 'Borgy is a nob head.' That's not an issue, you know. I took that every, you know, certain bits of the game and it was loud, and then we're finding ourselves 2-0 down, still not a problem, but I did say to the linesman on a couple of occasions, thankfully there is one bit on the tape where I said to the linesman, you know, 'You need to get the ref over, because this is not good now. They're getting louder, my family are sitting in the stand, I've got two granddaughters that are there and it's not right. Have a go at me.' He said, 'I'll speak to him after, half down, sit down.' I went, 'That's not good enough, it needs to be dealt with now,' because, you know, they'd started creeping round, a couple of them. At that stage, they started singing, 'Is your mother dead?' and I still didn't respond, but at that point I was getting angry, I wasn't happy. Again, I approached the linesman and I said to him, you know, 'This is not right.'

He continued:

Then they started out, 'Let's hope your mum gets cancer,' and that's when I lost it. I actually got up out of the dugout and I just grabbed a bottle of drink because the video will show you where I sit, I walked down that end and I said, 'They're a disgrace, their fans, they sound like Hitler.' That is what I said when I picked up my bottle. The only people that could hear it were my physio and my subs. It wasn't a slur at them, it wasn't-, it was just those supporters have no right. My mum passed away two years ago and she had cancer and died from cancer, so I bit, and I'm 56. You know, I've been in football since the age of sixteen, and then I got-, told the two subs to warm up and I think, at that time, there was-, I knew we were 3-0 down, I was going to change the game at half time, and I-, which I did, I put two subs on in the second half. So I got those two warmed up with ten minutes to go, ready to go into the second half, and that was it. I sat back in the dugout, I just gave them my thoughts and thought nothing more of it, and went into the half time, did my team talk, go the two subs in who were-. I said, 'Just keep warming up until I'm ready to bring you in.' I brought them in, I said, 'We're going to change the system, going to go 4-4-2, let's try and get at them, bla bla bla bla.'

There must have been five minutes to go before the second half, at which stage, I'm not sure if it was-, was it you Dave who knocked on my door? I can't remember who it was, knocked on my door and said, 'The ref wants to see you.' I went in to the ref and I said, 'What's the problem ref?' He said, 'George, I need to take you out of the dugout.' I said, 'For what reason?' He said, 'You said Hitler.' I said, 'I beg your pardon?' He said, 'You said Hitler.' I said, 'Correct, I did, I said they sound like Hitler.' I said, 'You know the abuse I've had, you know exactly what's been going on.' Fair play to the black linesman over the other side, good as gold, he said that he agreed with me, he was, you know, he was quite emotional too, he wasn't happy with what was going on. The referee stood in front of the linesman, who was sitting down, and I said, 'Who told you then?' I said, 'Tell me who said it, who said I said Hitler?' He pointed at his linesman, who was sitting down and, you know, he was protecting him, if to think that-

21. He denied shouting at the WFFC supporters and said he was "*the victim*". Asked this question "...did you now that that [WFFC is] a Jewish club"" he replied, "*I do, I do*".

George Borg's case

22. GB denied any breach of the Rules. He told us that at present he acts as defence coach for Burnham Ramblers First XI. Having told us about his background and record in football, his account of the match and incident was essentially as he told the FA when interviewed. He was subjected to sustained abuse, personal to him and about his family. It went above and beyond that which managers are commonly subjected. He said they were repeatedly shouting such things as, "*Die Borgy*" "*let's all kill Borgy*" and the like. Abuse of that kind, he said, he tolerated. But it became viler. They or some of them shouted abuse about his mother, such as "*Is your mother dead*" and "*Let's hope your mum gets cancer*".
23. He was upset and angered by the abuse about his mother. His mother died from cancer 2 years ago. He insisted he did not lose control of his temper. He knew a significant number of WFFC supporters are Jewish. He did not shout the words alleged but said to one of his players, Jamie Smythe, "*that lot sound like Hitler, they are a disgrace*". It was said at normal conversational level such that PA and KS could not have heard it. Both were lying, he said.
24. He explained his reference to Hitler in this way: Hitler tortured people, those fans were torturing him (mentally) and "*being Jewish they should have known better*". He said that had he used the words alleged, there "*would have been a riot in the ground and rightly so*". He said that at half-time he had not denied using the word Hitler nor subsequently explained that what he had said was intended to be a joke. He called a number of witnesses in support of his case.
25. Jamie Smythe.
 - a. An injured ETFC player, present at the match. He showered when the match started. He locked the changing room and arrived at the ETFC

dugout at about 3.30. He gave the keys to the club physiotherapist and asked GB if he was all right. In response GB said, "*not really, those lot sound like Hitler*". It was a reference to the WFFC fans who were abusing him, largely about his mother. He was there for a "*couple of minutes*". He then stood behind the dugout for about 5 minutes before taking a seat in the stands.

- b. He did not know why an email about the incident he drafted and sent on 15 November 2014 referred to him being "*on the bench*" for the match, when he was not.

26. David Farenden

- a. Is the ETFC safety officer and stadium manager. On duty at the match, in the first half he was standing by or at a double gate close to the tunnel, not far from the ETFC dugout. He was standing about 40 metres from the terrace occupied by the WFFC supporters. In the first half they were noisy and abusive. It concerned him but he did not approach them, deciding to speak to them at half-time, as they swapped ends.
- b. During the first half, he heard GB shout "*shut up*" a "*couple of times*" at those supporters. He agreed GB was getting wound up but thought it was more with his team.

27. Mitch Hahn

- a. An ETFC player who was sitting in the front row of the stand. He said he heard WFFC supporters abusing GB during the first half, including, "*I hope your mum dies of cancer*". He did not hear GB shout anything about Hitler. He thought had he have done, he would have heard him.

28. GB also wished to rely upon a number of emails. We admitted and considered those hearsay accounts, explaining to him that since the witnesses were not here, we would attach less weight to their versions, as they had not been questioned before us (*per* Disciplinary Regulation 6.8).

- a. David Lawson attended the match in his capacity as ETFC's physiotherapist. In an email dated 8 November 2014 (19.00) he states that GB was being "*verbally abused*" by WFFC supporters and he states he heard GB say, "*something like they are louder than Hitler and I thought no more of it*".
- b. Luke Illsley was on the bench for ETFC. In an email dated 18 November 2014 (16.19) he says he heard WFFC supporters "*commenting on [GB's] friends and life outside of [ETFC]*". He continues that GB was "*clearly aggravated by the opposing fans and after the final comment he walked out of the dugout and said, 'you sound like Hitler...'*".
- c. Charlotte Borg – an email dated 20 November 2014 (20.08). She was sitting alongside the directors at the match and heard her father being "*constantly abused with vulgar and disgusting chants*". She heard songs "*regarding [her] late nan's cancer battle*".
- d. Barry Bolton (member of ETFC coaching staff) – an email dated 16 November 2014 (21.25) in which he said he was sitting next to the Directors' Box and did not hear GB make any "*anti-Semitic remark*".
- e. Liam Hope (ETFC centre forward in the match) – an email dated 17 November 2014 (08.11) in which he said he did not hear GB make any "*derogatory or insulting comments*" during the first half of the match.
- f. Jordan Lockie (ETFC right back in the match) – an email dated 15 November 2014 in which he said he was "*right next to the dugout when Mr Borg got accused of saying some comments, I would just like to say I didn't hear anything of that nature come from George Borg*".

E. Determination

29. We had regard to and considered all of the material put before us. That includes all of the evidence given by the witnesses and not (of course) just the parts summarised herein. We (as a professional tribunal) assessed the evidence and resolved the issues by reference to well-known and established tests. We need hardly say we resolved the issues on the basis of the material and submissions placed before us.

30. We were satisfied on the balance of probabilities that GB shouted the words "*Hitler is going to get you*". In summary we were so satisfied for these reasons.

- a. We accepted the evidence of PA and KS. We did so because
 - i. Each was in a position where he could have heard what was shouted.
 - ii. Each made a contemporaneous disclosure, by which we mean one very soon after the event.
 - iii. Each contemporaneous disclosure was consistent with what they recorded in their witness statements and said in evidence before us.
 - iv. Their accounts were consistent with each other.
 - v. Neither had any motive or reason to lie. As for other possible explanations for their almost identical accounts (other than that they were truthful and accurate)
 1. We discounted the possibility that each made the same mistake about what he claimed GB shouted.
 2. There was no evidence or material that they had colluded with each other.
 3. There was no evidence or material that their accounts had become, in some unknown way, innocently contaminated by the other.

- vi. Their accounts were supported by
 - 1. GB's admitted use of the name Hitler.
 - 2. The context, namely that he was angry and his admission that he reacted to sustained abuse.
 - 3. GB's account in interview and before us emerged over time and was inconsistent with what he said to the officials at half-time:
 - a. An initial denial.
 - b. Then suggesting it was
 - i. a joke with a player and
 - ii. then a reaction to supporter abuse.
 - c. At half time he did not tell officials he had said "*those lot sound like Hitler*". Indeed, on one view he appeared to admit using the phrase in question but sought to explain it as a joke and reaction to supporter abuse.
 - 4. What he claimed to have said - "*those lot sound like Hitler*" - does not, in our judgment, make sense, was improbable and his explanation for it incredible.
 - 5. Importantly this: if GB was or may have been right, neither PA nor KS would or could have heard what he said and so would have had no idea that he made any reference at all to Hitler. As to that point he had and we find there is no credible answer but that they heard him shout Hitler, and if they did it must have (as we therefore found it was) when shouting, "*Hitler is going to get you*".

31. At first blush JM's evidence supported that of PA and KS. However, given by us every opportunity to say with certainty what were the actual words GB used he said, "*Hitler is going to get them*". Asked the specific question, he said GB used the

personal pronoun “*them*” not “*you*”. That was contrary to his statement and importantly not consistent with PA or KS, who both heard “*you*”. Further, he put himself close to the halfway line, which is not where he should have been if both PA and KS are right about where the ball was.

32. As for the witnesses GB called, we preferred – for the reasons set out – the evidence of PA and KS. Further, the account of Jamie Smythe was brief, lacking in detail and is not, in fact, inconsistent with our findings. His timings are such that GB could well have said to him what he recalled and then later shouted at the WFFC supporters in the terms we found he did. Mitch Hahn and David Farenden could not and did not say with absolute certainty that GB did not shout out “*Hitler is going to get you*”.

33. As for the written material relied upon by GB:

- a. It is all hearsay and was untested before us. Accordingly we attached little weight to it.
- b. We preferred the evidence of PA and KS.
- c. But, further, we make these brief observations about each.
 - F. David Lawson account is inconsistent with GB’s account.
 - G. Luke Illsley – similarly is inconsistent with GB’s case
 - H. Charlotte Borg – she could not say what her father did or did not say because she said she could not hear “*a thing from the dugout*”. If that is right, it casts doubt on the ability of Barry Bolton (and possibly Mitch Hahn) to hear.
 - I. As for Liam Hope, we know not where he was on the pitch at the crucial time or what he did hear. Similarly, Jordan Lockie.

34. It follows that we were satisfied to the requisite standard that GB shouted, “*Hitler is going to get you*” at supporters of a club known by him to have a Jewish

following. Those words were insulting and abusive and improper. By doing so he acted in breach of Rule E3(1). That breach (of E3(1)) was aggravated within E3(2) because it contained reference to the said protected characteristics. Accordingly we found the charge proved.

F. Sanction

35. Rule E3(3) provides

“(3) Subject to sub-paragraph (4) below –

- (i) Where a Participant commits an Aggravated Breach of Rule E3(1) for the first time, a Regulatory Commission shall impose a suspension of at least five matches on that Participant. The Regulatory Commission may increase this suspension depending on any additional aggravating factors present.”*
- (ii)”*

36. Rule E3(4) does not apply to the facts of this matter.

37. This is GB’s first such breach. The starting point, therefore, is a mandatory suspension of not less than five matches. We note that the Rule provides that the Commission “*may*” (not “*shall*” or “*must*”) increase the suspension depending on “*any additional aggravating factors present*”.

38. The FA did not submit that there were any aggravating factors present in this case, save perhaps for the fact that he shouted it at supporters and that might have incited a reaction. We saw some force in that point. It might also have been submitted that since he knew that a significant number of Jewish people supported the club, his reference to Hitler must have been intended to be grossly

offensive and insulting. In the face of sustained abuse, his was a deliberately hateful response. One does not need the juxtaposition of Holocaust Memorial Day to be conscious of the extreme barbarity of, and atrocities visited upon the Jewish people by, the Nazi regime. It was unspeakably evil and at its head, Hitler.

39. As for mitigating factors, we found the following:

- a. GB's good and long record in football. In the last 5 years, he has one finding against him: he was fined £150 for misconduct.
- b. It was his first such offence.
- c. We were comfortably satisfied, and the FA accepted, that he was provoked by sustained, disgusting and indefensible abuse, a deal of it deeply personal.
- d. It was in that context that he acted out of his normal character.

40. There is no penalty tariff for such cases. The FA has assessed and fixed the starting point for an 'Aggravated Breach' at five matches. We agree with the observation of the Regulatory Commission in *Whelan*:

"...references such as those set out above in respect of Jewish people are offensive and insulting and have no place in football and are completely unacceptable. Such comments serve only to alienate parts of society and to bolster negative stereotypes. Those in positions of responsibility and influence within football have an obligation not to use such language or make such comments."

41. We balanced the competing factors and assessed all that we have read and heard. We had to sanction for words shouted to supporters, who were abusing him. It is the depressing lot of managers that often they are abused. He should have shown restraint and ignored it. The offence is aggravated by (1) the fact his

words were deeply offensive and he must have known and intended them to be and (2) his conduct could have caused a serious and adverse crowd reaction. He did not admit it. But for the provocation, we would have imposed a period of suspension in the region of 7/8 weeks. However, balancing against that the features of mitigation identified above, especially the nature and length of the abuse he endured, we concluded that the appropriate sanction was a suspension of five matches. That is what we imposed.

42. By virtue of Rule E3(6) the Commission may impose a financial penalty or any other sanction that it considers appropriate in respect of an Aggravated Breach of Rule E3(1). We considered it appropriate that he should also be fined. Having regard to information provided to us about his means and the 'level' at which the match was played, we assessed the appropriate sum at £275.

43. Therefore, the Commission concluded that the appropriate sanction was:

- a. GB is suspended from football and football activities from the commencement of the suspension until such time as Burnham Ramblers FC First XI has played 5 matches.
- b. GB is fined the sum of £275.
- c. GB will be subject to an education programme, the details of which will be provided to him by the FA (Rule E3(9)).

44. The period of suspension will run from the date of the expiry of the period in which GB is able to appeal this decision. In the event that GB does appeal this decision the suspension will be stayed pending the outcome of the appeal process.

45. Given that he denied the charge and it was proved, and in light of his limited means, we ordered that he must pay a contribution towards the costs incurred in respect of the hearing, namely £400. He shall pay them within 28 days.

46. The Player has a right of appeal as provided by the Disciplinary Regulations.

47. The Commission was unanimous in its decision and reasoning.

Christopher Quinlan QC

Geoff Lee

David Rose



27 January 2015