SAFA REGULATIONS

National Development Plan

(formerly known as the Technical Master Plan)

Approved by the SAFA National Executive Committee

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Technical Master Plan

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1 Executive Summary

The main objective of the 2022 SAFA Technical Master Plan is for our national teams to consistently be in the top 3 in Africa and top 20 in the world. For this to be achieved South African football must change and we have therefore defined 7 pillars as keys to success. The executive summary briefly describes the current status as well as the key changes to each of the 7 topics, which can be found in detail in the SAFA Technical Master Plan. The document was developed based on analysing the current status in South Africa, the input received during the first round of workshops, held in May 2012 at SAFA House, the online survey and international best practise.

1.1 Philosophy

1.1.1 Current status

There is no common philosophy in South African football. After the recent change of the national team coach the playing philosophy for the men’s national team needs to be defined by the new head coach Mr. Gordon Igesund. The Technical Master Plan illustrates the attributes of current national team players and compares them with the characteristics of players of successful South African national teams.

1.1.2 Key changes

The Technical Master Plan explains the term ‘football philosophy’ in a South African context. The document shows a clear offensive and defensive concept of play, which will serve as a guideline for all coaches on all levels in South Africa.

A formation with four players in the defensive back line has been defined as the best starting formation and the 4-4-2 will be used as a starting point to tactically train South African youth players learning 11 v 11 for the first time.

The following 6 key positions have been defined to develop South African players:

- Goalkeeper
- Central Defenders
- Fullbacks
- Central Midfielders
- Wide Midfielders
- Forwards

The Technical Master Plan determines the position specific physical, mental, technical and tactical attributes of players for South African national teams and shows that these attributes need to be constantly redefined.
1.2 Coaching Education

1.2.1 Current Situation

There are 8164 licensed and trained South African coaches in 2012, of which 6568 have attended the introductory coaching course. Currently there are only 33 Level 3 coaches, which is the highest coaching licence in South Africa and comparable to the UEFA Pro Licence.

The current coaching levels and the comparable UEFA Licence are as follows:

- Level 3 – UEFA Pro Licence
- Specialist Coaching Educators course
- Level 2 – UEFA A Licence
- Specialists: Youth and Goalkeeper Coaching Courses
- Level 1 – UEFA B Licence
- Level 0 – Portion of UEFA C Licence modules

At this stage 20-30 coaching courses and 60 coaching events are offered per year.

1.2.2 Key Changes

The Technical Master Plan determine the number of coaches, coaching courses and coaching instructors required at all levels to achieve the SAFA Technical Master Plan objective of developing and entrenching a dynamic Coaching Education and Deployment System. In order to achieve the set target a number of at least 150,000 qualified coaches are required by 2022.

It is shown in the document that a National Coaching Academy and satellite institutions across the country need to be established.

The coaching courses offered by SAFA need to be aligned to CAF and UEFA and rename the licenses (A, B and C instead of 1,2 and 3).

In addition it was found that life skills training should form a key element to all coaching courses.

The document presents the levels of coaching qualifications required and defines the deployment on all levels as follows:

- Pro Licence - Senior and Youth Teams on National Level and for all SAFA National Teams
- A Licence - Senior and Youth Teams on Provincial Level
- B Licence - Senior and Youth Teams on Regional Level
- C Licence - Senior and Youth Teams on Local Level
1.3 Talent Identification and Development

1.3.1 Current Status

The current 5 phases of development are as follows:

- Phase - Fundamental stage (6-10 years)
- Phase - Learning to train (10-12 years)
- Phase - Training to train (12-14 years)
- Phase - Training to compete (14-16 years)
- Phase - Training to win (16-19 years)

The current philosophy focuses on the following elements for improving players:

- Complete ability
- Superior technique factor
- Tactical efficiency based on high pace and sustained mobility
- Fitness related to match complexity

The nationwide Grassroots Development Programme assisted by FIFA was established to introduce the game to boys and girls between 6 – 12 years old. The main objective of the programme is to bring the game to the people and let as many people play and enjoy football. In addition it aims to show the positive values of football, such as respect, fair play and teamwork.

1.3.2 Key changes

The Technical Master Plan defines a clear talent development structure on all levels which includes:

- Establishment of 9 Provincial Academies – one academy per province
- 53 Regional Centres of Excellence
- 311 Local Centres

The document highlights the structure as well as the roles and responsibilities for the technical director on national level and the provincial, regional and local technical officer, which play a key role in the Talent Identification and Development Programme.

Furthermore a standardized format for youth competition (e.g. size of the field, number of players) has been defined.
1.4 Competition Framework

1.4.1 Current Status

Adult League Structure:

- **PSL**
  - 16 Clubs
- **National First Division**
  - 16 Clubs
- **Vodacom League**
  - 9 Provincial Leagues
  - 16 Clubs per League = 144 Clubs
- **SAB League**
  - 52 Regional Leagues
  - 832 Clubs
- **380 Local Leagues**
  - 200 + x 16 to 20 Clubs

Female Adult League Structure:

- **Sasol League**
  - 9 Provincial Leagues
  - - 127 Teams
- **ABSA League**
  - 52 Regions - Average 12 Teams per League

Youth Structures:

- Various school and club competitions on all levels for different age groups
- Predominantly cup competitions sponsored by private companies
- No standardized format
1.4.2 Key Changes

Adult Structures:

- Change all national, provincial and regional leagues back to February to November
- Establish a nationwide reserve league for the PSL
- Set the formation of one women’s team and boys U15, U17 and U19 teams as a requirement for all national, provincial and regional clubs
- Develop the same format for men’s and women’s leagues
- Reduce the number of cup competitions at adult and youth level
- Once all competition framework changes have been implemented for 5 years, increase the number of teams in the PSL to make it more competitive and create more playing opportunities.

Youth Structures:

- All national, provincial and regional clubs to have an U15, U17 and U19 boys team
- Elite youth leagues to be created and focused at provincial level
- SAFA to select U15, U17 and U19 provincial selection teams
- Licensing criteria to be applied to allow the creation of elite youth leagues allowing both school, college and clubs to play in the elite youth leagues provided they meet the licensing criteria

The 1,2,4,8 structure, used in Holland, should be established where required to ensure strength vs. strength and deal with geographical challenges.

The map of Rand Central is used as an example to illustrate the 1-2-4-8 concept, which can easily be applied to any province, region or LFA.
1.5 Infrastructure and Administration

1.5.1 Current Status

The headquarters of the South African Football Association is SAFA House in Johannesburg. The organization has a clear structure and departments have been established. SAFA cooperates with the two existing FIFA Medical Centres of Excellence in South Africa. The association currently runs the Transnet/SAFA Football School of Excellence and the SAFA High Performance Centre for Women. The 2010 FIFA World Cup Legacy Fund will fund national, provincial, regional and local projects in the fields of football development, education and health and welfare. Its main objective is to carry on public benefit activities.

In addition SAFA has formed the Infrastructure Development Foundation, which will initially be endowed with the balance of the funds, which the 2010 FIFA World Cup Organising Committee South Africa received from the National Lotteries Board. These funds will be used to complete the artificial turf construction programme initiated by the Organising Committee. In addition it will provide funding for additional infrastructure projects that will spur the development of football in South Africa. SAFA is currently developing a club licensing system. Currently the club licensing in South Africa is covered by the CAF licensing system. In addition the PSL is establishing its own professional club licensing system.

1.5.2 Key Changes

The plan defines the organizational structure and positions based at the following establishments, which should be established using existing facilities where possible:

- 9 Provincial Academies
- 53 Regional Centres of Excellence
- 311 Local Offices

It determines the roles and responsibilities for the provincial, regional and local technical officers, coaches and technical staff members.

The SAFA club licensing must be finalized and implemented on all levels. It needs to adopt licensing principles based on CAF and UEFA licensing criteria. The licensing criteria must be adapted to each level and an A, B and C License should be determined.
1.6 Technology

1.6.1 Current Status

At the moment SAFA is using safaoonline.co.za as a basic football administration system, and Pastel accounting software. Only employees at SAFA House use the system. However it is an online-based system, which could be accessed easily by all regions.

For data analysis SAFA is using Amisco Africa, which is part of the Amisco Group. SAFA and Amisco are in the process of establishing an analysis centre for the national teams at SAFA House.

The PSL and Green 4 Solutions have established a long-term relationship and developed football administration software modules that enhance the administration of the sport.

1.6.2 Key Changes

As a result of the discussions and input from the Technical Master Plan workshops, SAFA has decided to install the DFBnet system. The system needs to be adapted to the specific needs of South Africa.

In addition we analysed that one of the key points to achieve our goals is to ensure connectivity in all offices and define the requirements at all levels.

The technology infrastructural requirements on national, provincial, regional and local level have been clearly defined in the document.

The Technical Master Plan determines the administrative and football related data that needs to be captured:

- General
- Club Information
- Referees
- Coaches
- Facilities
- All competition at LFA level
- Basic Player Information
1.7 Sports Science

1.7.1 Current Status

The expertise of sport science is used at men’s and women’s national team level. However there is no standardized usage of sports science and testing of the athletes’ performance. In addition performance tests are not aligned to the club’s testing procedures and the co-operation between clubs and SAFA can be improved.

The SAFA Medical Committee has been established to handle all scientific and medical matters. It has formed 3 subcommittees:

- Research and Development Sub-Committee
- Doping Control Sub-Committee
- Health and Medical Services Sub-Committee

SAFA has established relationships to both FIFA Medical Centres of Excellence in South Africa.

1.7.2 Key Changes

One of the key findings of the Technical Master Plan was the need to develop a standardized testing programme for youth and adult teams. Furthermore the plan defines the requirement to create players’ portfolios to evaluate their performance and development. The testing becomes highly important in youth development.

In order to achieve the goals of this programme SAFA should use the existing institutions and improve the co-operation with these establishments. In addition SAFA should integrate student projects into their programmes. The following potential fields of research have been presented, but need to be constantly adapted:

- Training and fitness (training design, injury prevention, measurement and analysis methods included)
- Youth elite football (elite development, resilience, framework, etc.)
- Amateur and school football (offer forms, quality, game mode, etc.)
- Organizational structure (service provision, division of labour, personnel, finance)
- Knowledge transfer (processing, communication)

The main objective of the programme is to enhance the use of sports science experts in men’s and women’s national teams.
2 Introduction

This document is intended for the invited participants involved in the discussion of the ‘Development of a Technical Master Plan for South African Football’. Below is a list of all attendees.

2.1 Objectives

- Create a winning men’s and women’s national team
- Men’s national team to consistently be placed in the top 20 in the world and top 3 in Africa by 2022
- Create a Technical Master Plan for all South African national teams in conjunction with all amateur, semi-professional and professional football structures

2.2 Readership

Please see Appendix 1 for readership details.

2.3 Document Structure

The document shows the current situation of South African football and presents the results of the first round of workshops held in May 2012 at SAFA House. The collective answers to all the first round workshop questions can be found in Appendix 2.

All sources of information contained in this document are available upon request.

2.4 Copyright Notice

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3 South African Football Association (SAFA) - Current Status

3.1 Country General Information

Population: 50 Million

Number of members of the association: 2 to 3 Million

Size of the country: 1,221,037 km²

3.2 Map of South Africa’s 9 Provinces
Western Cape: 6 regions
Northern Cape: 5 regions
Eastern Cape: 8 regions

North West: 4 regions
Free State: 5 regions
Kwazulu-Natal: 11 regions

Gauteng: 6 regions
Limpopo: 5 regions
Mpumalanga: 3 regions
4 Philosophy

- The current Bafana Bafana playing system was introduced by Gordon Igesund after taking over as Men’s Senior National Team coach in July 2012

4.1 National Men’s Team Formation

- 4-3-3
- Teams will use 4-3-3, either in its 4-1-2-3 or 4-2-1-3 variations
- 3 midfielders: a right, a left and a central midfielder (normally one defensive midfielder + two offensive midfielders)
- 3 strikers: a right and a left-winger and a centre forward
- The width and depth of zones on the pitch “owned” by each player are all the same size
- This particular system provides a solid defensive unit, with 1 defensive midfielder capable of covering the back 4 and also starting play from midfield.
- The fullbacks are encouraged to venture forward and join the attack if wingers drift into narrow positions. This will allow the team to stretch the play and attack with width
- The striker has to be quick, strong and able to hold the ball up to bring attacking players into the game.
4.2 Defensive

- This particular philosophy is based on the following defensive principles:
  - Compact defending
  - Intelligent defending around the box
  - Closing down opponents early and high up the pitch
  - Regaining possession
  - Anticipation

- The defensive player should always place himself on a line between his own goal and the attacking player while standing sideways so that he can watch the ball and the player
  - Confronting the opponent, putting pressure on the opponent (vertically and diagonally) barging, tackling
  - Put pressure on opponent, ball oriented pressing
  - Forming of triangles

Compact Defending

- This type of defending ensures that there is little space for opposition to play between the lines
  - Defending compactly helps us restrict our opponents attacking through the middle, while also ensuring we are able to shift across to close down wide areas
  - This strategy requires all 11 players to actively engage in defensive duties and close down as much space as possible between the positions

Intelligent defending around the box

- This requires defenders to be certain of their tackles in dangerous areas. Timing and assurance is vital, and winning the ball back here takes the pressure off the rest of the defensive players

Closing down opponents early and high up the pitch

- The defensive philosophy requires our players to win the ball back early
  - The objective is to stifle the opposition build up play, and hopefully gain an advantage by launching quick counter attacks
  - The element of surprise can often lead to winning the ball back, and the opposition to getting caught on the ball
  - Based on the opposition’s strengths and qualities, we can use this urgency to try and change the result, or force the opponent to release the ball early and play under pressure

Regaining possession

- The best way to apply pressure to the opposition is by trying to win the ball back as quickly as possible. This requires the entire team to work as a unit and press the opposition in all areas of the pitch
  - When we lose the ball, it is imperative that we try to regain possession straight away and prevent opponents from settling on the ball

Double-marking and pressing

- Working in pairs to win the ball back increases the success rate
  - Players are required to support one another in defensive duties i.e. the left wing will drop deep and double up with the left FB to stop the opposition from creating chances
Ball orientation (closing the side of the ball)
- Shifting from side to side as a unit, and pressing the space to prevent the opposition playing through

Anticipation
- An integral part of ball recovery, and used effectively to intercept balls

4.3 Offensive
- Maintenance of ball possession
- High balls into the opposing half are frowned on because their chances of attacking success are too dependent on chance
- Combination play should be characterized by short, quick passes
- Forming of triangles
- No long runs from the defensive areas of the pitch

Build up from the back
- This is essential for keeping possession. Both CB’s must be able to start play from the back. The team should be encouraged to be patient in possession and move the ball around to probe for an opening rather than rush and lose possession
- If FB’s push up into advanced positions, CB’s should split and allow one DM to drop in between and assist in starting attacks from deeper positions
- The team should transfer the ball with as few touches as necessary and generally on the ground
- Quick movement of the ball between the players

Switch of play – side to side possession
- By moving the ball from one side of the field to the other to probe for gaps, if we cannot go forward comfortably

Playing between the lines
- This requires intelligence and awareness at all times. Offensive players need to constantly find pockets of space between opposition midfield and defence
- Finding these spaces allow that extra second on the ball, and allows the player to face the goal
- When used effectively, it creates uncertainty amongst defenders, as they are easily dragged out of position by clever movement of strikers

Counter attacks using speed, numbers and precision
- Transition from defence to attack is a crucial part of the system. Because our players have speed and trickery, and try to close the opposition down early, it allows for a quick counter attack
- A good counter attack has speed, numbers and precision
- The formation allows for good defensive organization, but also a fast transition to get into attacking positions

Defence splitting passes
- Passes played between defenders for our attackers to run on to or receive in space, which can create a chance on goal. This requires good technique, awareness and vision
Wing play and crosses

- FB’s are encouraged to attack and provide width when the wingers come inside to link up play
- This combination and relationship between the 2 positions is essential to stretch the play, and offer a threat by supplying crosses into the box

Player Requirements (Tactical Qualities):

1. Goalkeepers
   - Communication with his teammates
   - His position allows him to see all position groups and therefore read situations
   - His distribution and ability to start play is vital for launching quick counter attacks and also starting play from the back

2. Central defenders
   - Should be well organized and able to manage entire defensive setup
   - Their ability to defend and cover areas behind the fullback is essential
   - Because their defensive line is deep, their timing in tackles and interceptions will be key to stopping the opposition
   - Important for them to distribute from the back and support the CM’s with the build-up play
   - Defenders should reduce offensive space and focus on the ball the nearer the other team gets towards the defensive centre

3. Fullbacks
   - Fullbacks have a responsibility to defend and attack throughout the match
   - Their work rate and energy levels should be the highest in the team, and are often found covering the most ground during 90 minutes
   - Their job is of course to defend first, but must have the ability to provide attacking options, link up with wingers, and provide crosses from wide areas
   - They have to be tactically disciplined and their understanding of the timing of forward movement is essential

4. Central midfielders
   - The 3 central midfielders are key to closing the space/areas and providing a screen in front of the back four
   - They have to work well as a pair, and understand that the system allows for one player to sit deeper while the other offers a forward option and works box-to-box. Alternating is beneficial
   - Both must be good passers, and able to start play from deep positions. Their ability to feed the offensive players is key to the team's success

5. Wide midfielders
   - Their responsibility is to create chances together with the supporting/second striker, by coming inside to open up spaces out wide and linking up play through the centre of the pitch
   - They have the freedom to express their creative flair, but must understand their recovery positions are to drop next to the CM’s and create a second bank of four in front of the defence
   - The wingers must be technically strong, and have the guile and awareness to find spaces between the opposition lines. This will increase their opportunity for attack
6. Forwards

- Should always defend as a group, and as a part of the group
- They should prevent accurate long passes from the rear zone
- Wingers should open up the playing space
- Central striker has to constantly make himself available, running free and crossing and shooting well. Play without the ball is highly important

4.4 Player Attributes

4.4.1 Mental

- Players will adapt to a role on the team and respect teammates, coaches, referees and opponents
- Each player will be part of a unit, and will cooperate with teammates to achieve the objectives for a given task, session or game, as well as for the entire season
- Competitive players will be rewarded for their effort and focus

4.4.2 Physical

- Speed & agility
- Endurance - individual players and teams will train to be resilient to repeated high-intensity action
- Strength & power - strong players develop their speed more quickly, prevent injuries and are more competitive in games

4.4.3 Technical

- Passing the ball on the ground with pace from different distances and receiving the ball while keeping it moving
- Players must develop the ability to shoot from different distances. All players will be encouraged to shoot from any distance during the game
- Players will be encouraged to keep close control of the ball and use different turning techniques to move away from the defender
4.5 Key Changes

- Explain the term football philosophy in a South African context
- Define a standardized concept of play for all South African national teams
- Define the best starting formation to teach South African youth players
- Define the 6 key positions to develop South African players
- Determine the position specific attributes of players for South African national teams

4.6 Definition of Football Philosophy

- A football philosophy is a specific framework that encompasses the diversity, mental and physical characteristics, environment, values, ethics, identity, and attributes in order for the players to reach and achieve their maximum potential.

4.7 Current Natural Attributes of South African Players

4.7.1 General
- Predominantly growing up in a difficult and challenging social environment
- Mostly faced with a lack of financial and parental support
- Talented endurance athlete

4.7.2 Technical
- Good raw skills with the ball
- Excellent flair and creative playing style
- Dynamic movement with the ball

4.7.3 Mental
- Will to succeed
- Behaviourally undisciplined (eating, learning)
- Master of improvisation
- Unprofessional in preparation

4.7.4 Tactical
- Lack of experience in learning
- Inexperienced in using tactical behaviour patterns

4.7.5 Physical
- High endurance
- Skilful (Natural / Raw)
- High reaction speed and explosive movement of lower and upper body
- Agility (timing / coordination)
- Great balance
- Fast reflexes
4.8 *Difference between current South African players and those of past successful South African teams:*

4.8.1 *Past*
- Lifestyle dedicated to football
- Played football for a love of the game
- Reason - entertainment!
- High passion for the game and sports
- Well-built players / physically strong
- Technical gifted
- Committed and self-disciplined
- Mentally strong

4.8.2 *Present*
- Players are strongly influenced by the media
- Players are often faced with educational and social difficulties in their residential environment
- Role of money and status
- Self-actualisation
- Self-centred and egotistical behaviour and playing style
- Resilient
- Players show difficulties to show disciplined behaviour (eating, learning)
- Slightly built and lacking physical strength
- Innovative style of play and execution of playing situations
- Playing style is mainly individualistic
- Players show tactical naivety

4.8.3 *Future Aim*
- Players need to learn how to overcome educational and social difficulties
- Football needs to be used to enhance the residential environment for young players
- Players need to follow a systematic development
- Uncertainty
- Create a good foundation to ensure tactical adaptability
- Individual attributes expressed
- Creativity of players needs to be promoted
- Encourage leadership qualities
- Physiological development to be improved
4.9 Concept of Play

4.9.1 Offensive

- Possession game
- Variety & diversity of attack
- Variety of passing (predominately short)
- Ball on the surface and minimal high balls
- Determined runs into offensive positions
- Attack from wide areas
  - Creativity, improvisation and clever choices
  - Individual & collective action
- Creativity/disguise
  - Trickery (feints & dummies)
- Shooting variations
- Risk taking
- Recognition of moment
  - Counter attacks
  - Build attacks
  - Collective movement
  - Attack as 1 unit
  - Defenders contribute to attack

4.9.2 Defensive

- Compact defence
  - 8 to 10 metres between players
- Ball oriented defence
- Player closest to ball to apply pressure
  - Balance between zonal and man-making
- Pressing high up the field
- No spaces between defence and midfield
- Squeeze the space
- Defence mini unit
  - Fullback
  - Centre back
  - Left and right winger
- Role of goalkeeper (sweeper/keeper)
- Midfielders must understand defensive roles = drop deep when full back is advanced
- Forwards to work defensively

4.9.3 Basic Playing Formation

- 4 players in the defensive back line
- Best starting formation to teach young players is 4-3-3
- As the player develops through the age groups and levels, variations of 4-3-3 to be taught and applied
4.9.4 **Player attributes and requirements**

The physical attributes need to be more clearly defined in the sports science workshop.

**Goalkeeper**

**Physical**

- Strength
- Explosiveness – jumping ability
- Good reaction speed
- Agility
- Flexibility + suppleness
- Mobility

**Mental**

- Will power and will to win
- Focus
- Resilience
- Bravery
- Quick thinking
- Competitive
- Self confidence
- Leadership
- Great communication skills on and off the field
- Concentration
- Decision making
- Presence

**Technical**

- Use of both feet
- Good handling
- Good shot-stopping
- Aerial play (punching)
- Good & quick footwork
- Good distribution
  - off the ground
  - feet & hands
  - on the ground

**Tactical**

- Positioning for set-pieces
- Setting up the wall
- Defensive control (organization)
- Initiating attack
- Positioning in relation to ball
- Closing angles
- Anticipation (ball movements)
- Sweeper role

**Central Defenders**

**Physical**

- Height (physical presence)
- Good build
- Speed
- Endurance
- Explosiveness (jumping & acceleration)
- Aerial ability
- Mobility
- Agility
### Mental
- Alert
- Good communicator
- Tactically aware
- Leadership
- Focused
- Intelligent
- Rebound mentality

### Technical
- Good marking ability
- Good tackling
- Aerial (defensive and offensive headers)
- Good passing (both feet)

### Tactical
- Control of backline
- Able to attack
- Good at set piece
- Change point of attack
- Change pace of game

### Full Backs

#### Physical
- Speed
- Strength
- Powerful
- Speed endurance
- Strength endurance
- Agility / flexibility

#### Mental
- Risk taking and responsible playing
- Confidence and self-belief
- Positive arrogance
- Concentration and focus
- Decisiveness
- Alertness

#### Technical
- Good man and zonal marking
- Tackling
- Crossing
- Heading
- Dribbling
- Tracking
- Interception

#### Tactical
- Regular forward runs
- Combinations with midfielders
- 1vs1 (individual tactic)
- Covering
- Jockeying
- Providing balance
- Group and team tactics
- Anticipation
- Interception

### Midfielders

#### Physical
- Endurance
- Strength
- Speed
- Strength endurance
- Speed endurance
- Power
- Agility / flexibility
Mental
- Quick thinking
- Game intelligence
- High work ethic
- Positive arrogance
- Mental fortitude
- Resilient mentality

Technical
- Good passing ability
- Good ball control
- Positive arrogance
- Mental fortitude
- Dribbling qualities
- Shooting

Tactical
- Good reader of the game
- Control pace of the game
- High tactical awareness
- Changing points of attack
- Running off the ball
- Defensive discipline

Forwards

Physical
- Strength to hold man off with back to goal
- Speed – quick to beat opponents and run between defenders
- Explosiveness
- Jumping
- Combative to challenge defenders
- Agility / flexibility

Mental
- Quick thinking
- Game intelligence and understanding of interaction with 2nd striker and other players
- Off the ball runs and good timing of movement
- Ability to make the right decisions

Technical
- Good passing ability
- Good ball control
- Heading ability
- Dribbling ability
- Shooting accuracy
- Shot variation

Tactical
- Good reader of the game
- Understanding of his role
- Awareness of positioning when ball is in wide areas, in defence or in midfield
- Changing points of attack
- Running off the ball
- Defensive discipline and duties
4.10 Timeline for National Playing Philosophy

**2012**: Until the end of 2012 the planning for Distribution of the SAFA Technical Master Plan to all Provinces, Regions and LFAs

**2013**: Implementation and auditing of Technical Master Plan process to begin
- Distribution and Explanation of SAFA Technical Master Plan to all coaches and coaching instructors.
- Coaching courses to be rolled out on local, regional, provincial and national level.

**2014**: Brazil 2014

**2015**: Morocco 2015

**2016**: Libya 2017
- Annual evaluation of project in regards to teaching philosophy, formation played and player selection.

**2017**: Analyse the success of the playing philosophy according to the Technical Master Plan.

**2018**: Russia 2018
- Evaluate new trends and concepts of play on international best practise.
- Adapt philosophy if needed.

**2019**: CAF 2019

**2020**: CAF 2021

**2021**: CAF 2021

**2022**: Qatar 2022
- Final Evaluation of Technical Master Plan achievements.

**2022**: Qatar 2022
5 Coaching Education and Deployment System

5.1 Current Coaching Education and Deployment Situation

- Number of licensed and trained South African coaches at 2012: 8164
  - 6568 Introductory coaches
  - 688 Level 1 coaches
  - 190 Level 2 coaches
  - 33 Level 3 coaches
  - 623 Women coaches
  - 20 Goalkeeper coaches
  - 30 SAFA instructors
  - 12 Youth coaches

- Coaching Course Infrastructure:
  - Level 0 coaching courses are offered by regional FA’s
  - Level 1 and 2 coaching courses are normally offered by SAFA Head Office and in some instances by regional FA’s
  - Level 3 professional coaching course is offered by SAFA Head Office
  - Through the FIFA Grassroots Programme coaching workshops are offered at grassroots level

- Courses offered per year: 20-30 courses per year and 60 coaching events

5.2 Current Coaching Levels

<table>
<thead>
<tr>
<th>Level</th>
<th>Extent</th>
<th>Field of work</th>
<th>Institution</th>
<th>Comparable UEFA licence</th>
</tr>
</thead>
<tbody>
<tr>
<td>Level 3 Professional Coaching Course</td>
<td>560 hours</td>
<td>Professional – Premier League</td>
<td>SAFA</td>
<td>UEFA Pro Licence</td>
</tr>
<tr>
<td></td>
<td>120 hours</td>
<td>traineeship at professional club and research work</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Specialist: Coaching Educators Course</td>
<td>80 hours</td>
<td>Professional</td>
<td>Regional FAs</td>
<td></td>
</tr>
<tr>
<td>Level 2 Coaching Course</td>
<td>192 hours over 24 days and research work</td>
<td>Amateur – First Division</td>
<td>SAFA, in very few cases Regional FAs</td>
<td>UEFA A Licence</td>
</tr>
<tr>
<td>Specialists: Youth and Goalkeeper Coaching Courses</td>
<td>120 hours</td>
<td>Amateur</td>
<td>Regional FAs</td>
<td></td>
</tr>
<tr>
<td>Level 1 Coaching Course</td>
<td>160 hours over 20 days and research assignment</td>
<td>Youth</td>
<td>Regional FAs</td>
<td>UEFA B Licence</td>
</tr>
<tr>
<td>Level 0 Introductory Coaching Course</td>
<td>80 hours over 8 days</td>
<td>Amateur, Grassroots</td>
<td>Regional FAs</td>
<td>Portion of UEFA C Licence modules</td>
</tr>
</tbody>
</table>
5.3 Current Course Content

5.3.1 Level 3 Professional Coaching Course:
- Modern match analysis and tactical training
- Match to training analysis and technical-tactical training
- Physical training and tests
- Sports medicine and nutrition
- Psychology and football training
- Media training and personality development
- Psychology; Long Term Athlete Development and Elite Youth Training
- Teaching as an instructor

5.3.2 Level 2 Coaching Course
- Reading the game, match observation and analysis
- Youth development and long-term player development
- Laws of the game
- Team leadership
- Functional anatomy, nutrition, physiology and sports injuries
- Modern technologies and game observation
- Live saving and First Aid
- Goalkeeper practice
- Physical adaption and learning
- Teaching, training and coaching
- Individual and group tactics
- Mental training
- Futsal and beach soccer
- Periodization of training

5.3.3 Level 1 Coaching Course
- What is football
- Factors of performance
- Planning a training session
- Reading the game and defining football problems
- Organization of groups
- Characteristics of youth development
- Defending and attacking tactics
- Individual and group tactics
- Laws of the game
- Teaching methodology within a training session
- Basic technical skills
- Basic anatomy, nutrition, physiology and sports medicine
- Principles of training and methods of physical training
- Match observation
5.3.4 **Level 0 Introductory Coaching Course**
- What is coaching? Roles and objectives of a coach
- Methodology
- Reading the game and defining football problems
- Structure of training sessions
- Principles, aims and objectives of training
- Understanding the different phases of learning process
- Developing steps of the learning process
- Planning of practise and training sessions
- Dribbling, passing and receiving
- Practical training, small-sided games
- Warm-up with and without the ball
- Talent scouting
- Goalkeeping
- Fair play
- Dealing with media

**Specialist: Coaching Educators Course** and **Specialists: Youth and Goalkeeper Coaching Courses** currently not being offered, but have been offered by SAFA in the past.
5.4 Key Changes

- Determine the number of coaches, coaching courses and coaching instructors required at all levels to achieve the SAFA Technical Master Plan objective
- Establish a National Coaching Academy and satellite institutions across the country
- Align coaching courses to CAF and UEFA and rename the licenses (A,B and C instead of 1,2 and 3)
- Life skills training to form a key element to all coaching courses

5.5 Levels of coaching qualifications required

5.6 Number of coaches required:

- The ideal ratio of coach per players would be 1:20. Based on 3.000.000 players this would mean at least **150.000 qualified coaches by 2022**.
- How can this number be achieved?

5.6.1 Pro Licence

- 1 course per year x 20 participants = 20 Pro License coaches per year
- 200 Level 3 coaches until 2022

5.6.2 A Licence

- 2013 – 2017
- 1 course per province per year x 9 provinces x 30 participants = 270 A Licence coaches per year x 5 years = 1350 coaches
• 2018 - 2022
• 2 per province per year x 9 provinces x 30 participants = 540 A Licence coaches per year x 5 years = 2700
• 4050 A Licence coaches until 2022

5.6.3 B Licence
• 2013 – 2017
• 53 regions x 1 course per region per year x 30 participants = 1590 B Licence coaches per year x 5 years = 7950 coaches

• 2018 - 2022
• 53 regions x 2 courses per region per year x 30 participants = 3180 B Licence coaches per year x 5 years = 15900 coaches
• 23 850 B Licence coaches until 2022

5.6.4 C Licence
• 2013 – 2017:
• 300 LFAs x 2 courses per year x 20 participants = 12.000 C Licence coaches per year x 5 years = 60.000 coaches

• 2018- 2022:
• 300 LFAs x 3 courses per year x 20 participants = 18.000 C Licence coaches per year x 5 years = 90.000 coaches
• 150 000 C Licence coaches until 2022

5.7 Number of coaching instructors required

5.7.1 Coaching instructors at national level
1 coaching department at national level

Full-time position
Task:
• Pro Licence course
• 1 course per a year
• Manage provincial instructors

5.7.2 Coaching instructors at provincial level
1 coaching instructor per province = 9 coaching instructors

Full-time position
Task:
• A licence course
• 1 course per a year (2013 to 2017) & 2 courses per a year (2014 to 2022)
• Manage group of regional instructors

5.7.3 Coaching instructors on regional level

2 coaching instructors per region = 106 coaching instructors

Part-time position
Task:
• B & C Licence courses
• 2 course per a year (2013 to 2017) & 3 courses per a year (2014 to 2022)
• Manage group of local instructors
### 5.8 Overview Coaching Courses

<table>
<thead>
<tr>
<th>Description</th>
<th>Comparable UEFA License</th>
<th>Extent</th>
<th>Institution</th>
<th>Number of instructors</th>
<th>Participants per course</th>
<th>Courses per year (2012-2017)</th>
<th>Participants per year (2012-2017) / in period</th>
<th>Courses per year (2018-2022)</th>
<th>Participants per year (2018-2022)</th>
<th>Total number of degree holders by 2022</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pro License</td>
<td>UEFA Pro License</td>
<td>540 hours 40% theory 40% practical 20% attachment</td>
<td>SAFA National Coaching Academy</td>
<td>1</td>
<td>20</td>
<td>1</td>
<td>20 / 100</td>
<td>1</td>
<td>20 / 100</td>
<td>200</td>
</tr>
<tr>
<td>A License</td>
<td>UEFA A License</td>
<td>240 hours 40% theory 60% practical</td>
<td>Provincial</td>
<td>9</td>
<td>30</td>
<td>1</td>
<td>270 / 1350</td>
<td>2</td>
<td>540 / 2700</td>
<td>4050</td>
</tr>
<tr>
<td>B License</td>
<td>UEFA B License</td>
<td>180 hours 40% theory 60% practical</td>
<td>Regional</td>
<td>53</td>
<td>30</td>
<td>1</td>
<td>1590 / 7950</td>
<td>2</td>
<td>3180 / 15900</td>
<td>23850</td>
</tr>
<tr>
<td>C License</td>
<td>UEFA C License</td>
<td>120 hours 40% theory 60% practical</td>
<td>Local LFA</td>
<td>311</td>
<td>20</td>
<td>2</td>
<td>12000 / 12000</td>
<td>3</td>
<td>18000 / 18000</td>
<td>150.000</td>
</tr>
<tr>
<td>Grassroots Programme</td>
<td></td>
<td>1 day course: 20% theory 80% practical</td>
<td>Local LFA</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Total number of coaches by 2022: 178 100
5.9 Coaching Deployment

- There is a need for a national coaching academy. The academy must be accessible to all levels. Courses need to be offered down to LFA level. Satellite institutions would be an option. C License courses need to be offered at LFA level, B License on regional level, A License on provincial level and Pro License courses on national level.
- There is a need to align with universities and other learning institutions. However SAFA must still control the quality and requirements of the courses.

5.10 Infrastructure

- There is a need for a national coaching academy. The academy must be accessible to all levels. Courses need to be offered down to LFA level. Satellite institutions would be an option. C License courses need to be offered at LFA level, B License on regional level, A License on provincial level and Pro License courses on national level.
- There is a need to align with universities and other learning institutions. However SAFA must still control the quality and requirements of the courses.

5.10.1 National Infrastructure

National coaching academy to be established.

Responsibilities:
- Pro License courses
- Supervise provincial institutions and instructors

5.10.2 Provincial Infrastructure

1 satellite institution per province
Should form co-operations with universities and other learning institutions

Responsibilities:
- A License courses
- Overview and support work of regional offices
5.10.3 **Regional Infrastructure**

1 regional office
Responsibilities:
- B and C License courses
- Overview and support of local offices and instructors

5.10.4 **Local Infrastructure**

On local level the LFAs should use existing infrastructure and form co-operations with existing institutions.
Responsibilities:
- Grassroots programme
5.11 Timeline for Coaching Education Programme

- **2012**: Until the end of 2012 the planning for Coaching Education program on all levels to be finalized.
  - Coaching Educators to be determined.
  - 2013 schedule to be announced.

- **2013**: Implementation and Auditing of the plan to begin. Coaching courses to be rolled out on local, regional, provincial and national level.
  - 20 Pro License coaches
  - 270 A License coaches
  - 1590 B License coaches
  - 12000 C License coaches

- **2013 - 2017**: Annual evaluation and audit of project. Controlling of numbers of coaches qualified and adoption of program if necessary.

- **2017 - 2022**: Annual evaluation and audit of project. Oversee if increased numbers of qualified coaches could be achieved and adaption of program if necessary.

- **2014**: Brazil 2014

- **2017**: Increase the number of coaching courses on local, regional, provincial and national level.
  - 20 Level 3 coaches
  - 540 Level 2 coaches
  - 3180 Level 1 coaches
  - 18000 Level 0 coaches

- **2018**: Russia 2018

- **2020**: Qatar 2022

- **2022**: Final Evaluation of Technical Master Plan achievements.
  - 1800 Pro License coaches
  - 3780 A License coaches
  - 22260 B License coaches
  - 158000 C License coaches to be qualified until end of 2022.
6 Talent Identification and Development

6.1 Current Phases of Development

<table>
<thead>
<tr>
<th>Phase</th>
<th>Description</th>
<th>Age Group</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Fundamental Stage</td>
<td>6-10</td>
</tr>
<tr>
<td>2</td>
<td>Learning to Train</td>
<td>10-12</td>
</tr>
<tr>
<td>3</td>
<td>Training to Train</td>
<td>12-14</td>
</tr>
<tr>
<td>4</td>
<td>Training to Compete</td>
<td>14-16</td>
</tr>
<tr>
<td>5</td>
<td>Training to Win</td>
<td>16-19</td>
</tr>
</tbody>
</table>

1. Phase - Fundamental Stage (6-10 years)
- Introduction to basic soccer skills
- With the ball - fun and games
- Small-sided games
- Up to 5v5
- Attack and defences
- Build overall motor skills
- Proper running
- Proper jumping
- Proper throwing
- Modified skills of other sports

2. Phase - Learning to train (10-12 years)
- Refining fundamental skills
- Soccer-specific skills
- Dribble
- Passing
- Control
- Combination of skills in game-related activities
- Small-sided games up to 9v9
- Positional awareness
- Principles of play
- Introduction of rules
3. Phase - Training to train (12-14 years)
Main objective - build the engine and consolidate skills:
- Physical development – aerobic capacity and strength
- Consolidation of basic skills
- Introduction of basic elements of tactics
- Small-sided games
- Introduction and consolidation of positional play
- Introduce basic functional training
- Play games up to 11v11

4. Phase - Training to compete (14-16 years)
Main objective - fine tune engine:
- Optimise fitness preparation - high intensity
- Consolidation of individual and position-specific skills
- Under pressure of time, space and opponent
- Evaluation of performance
- Advanced tactical elements are introduced
- Soccer-specific skills performed under pressure
- Introduction of competitive games
- Competitive training

5. Phase - Training to win (16-19 years)
Main objective – maximise engine performance and tactics:
- Maximise performance
- Maximise fitness
- Maximise position-specific skill
- Training for competition
- High intensity training with rest
- High volume of training
- Specialised training
- Functional training

6.2 Talent Development and Scouting Philosophy
The current philosophy focuses on the following elements for improving players:
- Complete ability
- Superior technique factor
- Tactical efficiency based on high pace and sustained mobility
- Fitness related to match complexity
The philosophy needs to be developed in more detail.

6.3 Talent Development Structure
- To be developed. SAFA have appointed Simon Ngomane to develop talent philosophy, development, coaching education, competitions framework and infrastructure.
6.4 The Grassroots Development Programme

- Nationwide programme assisted by FIFA to introduce the game to children (boys and girls) between 6 – 12 years old, the FIFA Grassroots Programme can be developed in every environment (schools, communities and even clubs).
- Grassroots football varies from a series of recreational fun activities to a school- or club-based football, which involves regular training and organised match schedules
- Boys and girls

6.4.1 Target groups
- Boys and girls from 6 to 12 years old

6.4.2 Objectives
- Bring the game to the people and let as many people play and enjoy football
- To introduce boys’ and girls’ football to schools in cooperation between FIFA, Ministries for Youth, Sport, Education and Health.
- Introduction of grassroots football in the communities
- Increase the awareness of the positive values of football:
  - Respect
  - Fair play
  - Discipline
  - Teamwork
  - Solidarity
  - No discrimination
  - Health
  - Enjoyment
  - Friendship
- Contribution to the healthy development of the children of the country
- All youth aged 6 – 12 years old can play football, without restrictions
- The best of them are oriented in the academies structures

6.4.3 Philosophy
- Everyone has the opportunity to play
- Football can be played anywhere
- There is no discrimination
- The game must be simple, exciting and rewarding
- Fair play must be respected
**Key Changes**

- Establishment of 9 Provincial Academies – one academy per province
- Determine a clear organizational structure for youth development and scouting
- Define standardized format for youth competition (e.g. size of the field)

### 6.6 Phases of Development

<table>
<thead>
<tr>
<th>Phase</th>
<th>Description</th>
<th>Age</th>
<th>Formation</th>
<th>Goal-keeper</th>
<th>Competition</th>
<th>Field size</th>
<th>Ball size</th>
<th>Goal size</th>
<th>Duration</th>
<th>Substitutions</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pre</td>
<td>Active start</td>
<td>3-6</td>
<td>-</td>
<td>No</td>
<td>1/8 and Futsal</td>
<td>soft ball, size 3</td>
<td>3 x 1,5m</td>
<td>20 min.</td>
<td>-</td>
<td></td>
</tr>
<tr>
<td>1</td>
<td>Fundamental</td>
<td>6-8</td>
<td>5v5</td>
<td>Yes</td>
<td>U7, U8, U9</td>
<td>¾ and Futsal</td>
<td>3 x 2m</td>
<td>30 min.</td>
<td>5 rolling substitutes</td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>Learn to train</td>
<td>9-11</td>
<td>9 v 9</td>
<td>Yes</td>
<td>U10 and U12</td>
<td>Half and Futsal</td>
<td>4 x 2m</td>
<td>60 min.</td>
<td>5 rolling substitutes</td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>Train to train</td>
<td>12-14</td>
<td>11 v 11</td>
<td>Yes</td>
<td>U13, U14 and U15</td>
<td>Full / Futsal / Beach</td>
<td>5 Standard</td>
<td>70 min.</td>
<td>5 substitutes</td>
<td></td>
</tr>
<tr>
<td>4</td>
<td>Train to compete</td>
<td>15-17</td>
<td>11 v 11</td>
<td>Yes</td>
<td>U17</td>
<td>Full / Futsal / Beach</td>
<td>5 Standard</td>
<td>90 min.</td>
<td>3 substitutes</td>
<td></td>
</tr>
<tr>
<td>5</td>
<td>Train to win</td>
<td>18-21</td>
<td>11 v 11</td>
<td>Yes</td>
<td>U19, U21</td>
<td>Full / Futsal / Beach</td>
<td>5 Standard</td>
<td>90 min.</td>
<td>3 substitutes</td>
<td></td>
</tr>
<tr>
<td>Past</td>
<td>Play</td>
<td>22 and above</td>
<td>11 v 11</td>
<td>Yes</td>
<td>Adult</td>
<td>Full / Futsal / Beach</td>
<td>5 Standard</td>
<td>90 min.</td>
<td>3 substitutes</td>
<td></td>
</tr>
</tbody>
</table>
6.7 SAFA Talent Development Structure

6.7.1 National Talent Development Structure

[Diagram showing the structure of SAFA talent development with roles and levels clearly defined]
6.7.2 Provincial Talent Development Structure

- 9 academies = one academy per province
- Selection Teams:
  - 1 U15, U17 and U19 provincial selection team per province
  - Selection of the best players in the province
  - Provincial teams play each other a few times per year (January, June, July and November)
- 1 Provincial Technical Officer per province:
  - Full-time employee
  - Highest coaching qualification
  - Responsible for monitoring and administration
  - Scouting
  - Administrative and management skills required
  - Football knowledge
- 1 Head coach per team:
  - Full-time employee
  - A License
- 1 Assistant coach per team:
  - Full-time employee
  - B License

6.7.3 Regional Talent Development Structure

- 53 Regional Centres of Excellence
- Elite and Amateur clubs
- 1 Regional Technical Officer in each region:
  - Full-time employee
  - B Licence qualification

6.7.4 Local Talent Development Structure

- 1 Local Technical Officer per LFA
  - Part-time employee
  - C Licence qualification
6.8 Timeline for youth development programme

2013: Implementation and auditing of the Technical Master Plan.
Teams to begin developing youth development programs according to SAFA club licensing and Youth Development program.
Local, Regional and Provincial Technical Officers and coaches to be selected.

2014:
Change of the competition framework
Standardized field sizes and format to be implemented.

2015:
Provincial Teams to be selected and compete in 2015 season.

2012: Until the end of 2012 Youth Development program to be finalized and approved by NEC.
Develop the implementation plan and set milestones for the project.
Presentation of implementation plan to clubs and schools.

2013 - 2014:
Youth teams to be developed
Evaluation of current clubs and schools
Leagues and teams announced for 2014 season.

2015 - 2022:
Annual evaluation and auditing of changes in the competition framework
Control if clubs meet requirements and regulations.

2022: Final Evaluation of Technical Master Plan achievements.
7 Competition Framework

7.1 Adult League Structure

7.1.1 Premier Soccer League (PSL)

League Information:
1. Number of Teams: 16 clubs
2. Employment Status: Professional
3. Age Restriction: No age restrictions
4. Promotion/Relegation System: Bottom club automatically relegated, second last club goes into play-off against second and third best teams from NFD
5. Timing/Calendar: August to May
6. Geographic Coverage: National
7. Foreign Player Restrictions: Maximum 5 foreign players

7.1.2 National First Division (NFD)

League Information:
1. Number of Teams: 16 clubs
2. Employment Status: Professional
3. Age Restriction: Minimum 5 under 23 South Africans in the starting line-up
4. Promotion/Relegation System: Winner automatically promoted, position 2 and 3 go into play-off against the second last team from PSL, bottom 2 teams go down
5. Timing/Calendar: August to May
6. Geographic Coverage: National
7. Foreign Player Restrictions: Maximum 3 foreign players
7.1.3 Vodacom League

League Information:
1. Number of Teams: 144 clubs divided into 9 provincial leagues of 16 clubs each
2. Employment Status: Semi-professional
3. Age Restriction: 5 players of U23 must be in the team at all times
4. Promotion/ Relegation System: Top teams per provincial league qualify for national playoff. Round-robin tournament with the top two teams be promoted to NFD. Bottom two teams in each province are relegated to SAB Regional League
5. Timing/ Calendar: August to May
6. Geographic Coverage: Provincial
7. Foreign Player Restrictions: Maximum 3 foreign players

7.1.4 South African Breweries League (SAB)

League Information:
1. Number of Teams: 832 clubs divided into 52 regional leagues of 16 clubs each
2. Employment Status: Amateur & semi-professional
3. Age Restriction: 5 players of U21 must be in the team at all times
4. Promotion/ Relegation System: Two winners promoted (this is decided at the inter-regional/ provincial play-offs), last team relegated
5. Timing/ Calendar: August to May
6. Geographic Coverage: Regional
7. Foreign Player Restrictions: Maximum 3 foreign players (no foreign players allowed in inter provincial tournament/national championships)

7.1.5 Local Leagues

League Information:
1. Number of Teams: 200 + 16 to 20 clubs
2. Employment Status: Amateur
3. Age Restriction: No age restrictions
4. Promotion/ Relegation System: No common system
5. Timing/ Calendar: March to September
6. Geographic Coverage: Local
7. Foreign Player Restrictions: No foreign player restrictions
7.2 Female Adult League Structure

Women:

Provincial

Sasol League
9 Provincial Leagues
- 127 Teams

Regional

ABSA League
52 Regions - Average 12 teams per League

7.2.1 Sasol League

League Information:
1. Number of Teams: 127 clubs divided into 9 provincial leagues
2. Employment Status: Amateur
3. Age Restriction: No age restrictions
4. Promotion/Relegation System: Bottom two teams in each province are relegated to ABSA League
5. Timing/Calendar: Two rounds commencing on 1 October of each season
6. Geographic Coverage: Provincial
7. Foreign Player Restrictions: Maximum 3 foreign players

7.2.2 ABSA League

League Information:
1. Number of Teams: 52 regions - average 12 clubs per league
2. Employment Status: Amateur
3. Age Restriction: No age restrictions
4. Promotion/Relegation System: Two winners promoted (this is decided at the inter-regional/provincial play-offs), last team relegated
5. Timing/Calendar: November to August
6. Geographic Coverage: Regional
7. Foreign Player Restrictions: No restrictions
7.3 Youth Structures

7.3.1 School

<table>
<thead>
<tr>
<th>Age</th>
<th>Name</th>
<th>Format</th>
<th>Size of the field</th>
<th>Coverage</th>
</tr>
</thead>
<tbody>
<tr>
<td>U10</td>
<td>Spur Masidlale/Siyadiale</td>
<td>11 vs 11</td>
<td>Full field</td>
<td>Provincial</td>
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<tr>
<td>U12</td>
<td>Chappies Little League</td>
<td>11 vs 11</td>
<td>Full field</td>
<td>National</td>
</tr>
<tr>
<td>U12</td>
<td>Danone Nations Cup South Africa</td>
<td>11 vs 11</td>
<td>Full field</td>
<td>National</td>
</tr>
<tr>
<td>U13</td>
<td>Nestle Milo Schools Championship</td>
<td>11 vs 11</td>
<td>Full field</td>
<td>National</td>
</tr>
<tr>
<td>U14</td>
<td>McDonald’s Schools Cup</td>
<td>11 vs 11</td>
<td>Full field</td>
<td>National</td>
</tr>
<tr>
<td>U16</td>
<td>Metropolitan Schools Cup</td>
<td>11 vs 11</td>
<td>Full field</td>
<td>National</td>
</tr>
<tr>
<td>U18</td>
<td>Copa Coca Cola Football Stars</td>
<td>11 vs 11</td>
<td>Full field</td>
<td>National</td>
</tr>
<tr>
<td>U19</td>
<td>Sanlam Kay Motsepe Schools Cup</td>
<td>11 vs 11</td>
<td>Full field</td>
<td>National</td>
</tr>
</tbody>
</table>

**U10 Spur Masidlale/Siyadiale**
- 12 x one-day soccer clinics across all provinces
- Spur Soccer Masidlale league: 40 teams (20 boys and 20 girls) playing over the course of ten weeks in Cape Town and Johannesburg

**U12 Chappies Little League**
- Biggest soccer competition in the world
- 7 000 teams, over 40 000 fixtures and more than 200 000 participants

**U12 Danone Nations Cup South Africa**
- Local tournament involving all primary schools in South Africa
- Ultimate winner is travelling overseas to play against 39 other countries

**U13 Nestle Milo Schools Championship**
- 6000 schools participate in annual tournament
- Winner participated in Nestle Milo Champions Tournament against other top teams from Africa
  - 1st phase: Matches on local level
  - 2nd phase: Winners of local level to circuit phase
  - 3rd phase: Winners to compete for district finals
  - 4th phase: 12 teams to play in provincial tournament
  - 5th phase: Provincial winners of 9 provinces will battle for national title
  - 6th phase: National winner to compete against international teams

**U14 McDonald’s School Cup**
- 3000 schools participate in countrywide tournament
**U16 Metropolitan Schools Cup**

- The partnership between the SA Schools Football Association and Metropolitan has seen the implementation of the Metropolitan under 16 Schools Cup nationwide.

  1st phase: District level (open to all schools registered with the Department of Education)
  2nd phase: Regional level
  3rd phase: Provincial level – best 2 teams from each province advance to national play-offs
  4th phase: National play-offs with 18 teams with the winner playing at the International Soccer Federation Schools World Championships

**U18 Copa Coca Cola Football Stars**

- 51000 players from 3000 schools from all 9 provinces involved
- All Star Team selected during national finals
- All Star Team plays other international Copa Coca Cola teams and join an international training camp

**U19 Sanlam Kay Motsepe Schools Cup**

- The Sanlam Kay Motsepe Schools Cup is an annual national memorial tournament hosting over 5,000 schools from all nine provinces throughout South Africa competing at regional, provincial and national levels.
- The primary objective of the tournament is to revive the culture of school football amongst the students and the youth.

  1st phase: District level
  2nd phase: Regional level
  3rd phase: Provincial level
  4th phase: National final – winner receives R1m for legacy projects

### 7.3.2 Clubs

**Youth Leagues:**

<table>
<thead>
<tr>
<th>Age</th>
<th>Format</th>
<th>Size of the field</th>
<th>Coverage</th>
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<tbody>
<tr>
<td>U6–13</td>
<td>4 vs 4, 9 vs 9, 11 vs 11</td>
<td>Various</td>
<td>LFA level</td>
</tr>
<tr>
<td>U13</td>
<td>11 vs 11</td>
<td>Full field</td>
<td>LFA / Regional level</td>
</tr>
<tr>
<td>U15</td>
<td>11 vs 11</td>
<td>Full field</td>
<td>LFA / Regional level</td>
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<tr>
<td>U19</td>
<td>11 vs 11</td>
<td>Full field</td>
<td>LFA / Regional level</td>
</tr>
</tbody>
</table>
U13 VW Junior Masters

- The Volkswagen Junior World Masters started in Germany in 1999 and is now one of the biggest youth football competitions in the world
- Over 870 teams from a total of 20 countries participated in the national qualifying rounds
- 18 teams representing and invited by 16 dealerships, together with Moroka Swallows and JHB Child Welfare competed for the Volkswagen Junior Masters 2012 in South Africa
- The winning team of the Volkswagen Junior Masters 2012 will represent Volkswagen South Africa at the Volkswagen Junior World Masters in Poland

U15 Nike Premier Cup

- 16-team are invited for the competition
- The South African winners will compete with 19 other clubs from around the world for the prestigious MUPC world finals title.

U17 Engen Knock Out Challenge

- 6 teams in each of five regions
- 48 matches over three days
- 2 000 participants across 80 amateur clubs and schools

U17 Gauteng Future Champions

- The Gauteng Future Champions is an under 17 tournament
- It is used as a platform for talent identification
- 12 teams from South Africa and overseas are invited for the competition
- 4 groups of 3 teams each
- Top two teams advance to playoffs
- Winners advance to semifinal
- Winner advance to final

U19 Metropolitan Premier Cup (Bayhill Cup)

- The Metropolitan Premier Cup (traditionally known as the Bayhill Cup) for under 19's has steadily grown into one of the most prestigious junior tournaments in the country
- It is used as a platform for talent identification to create a bigger pool of players for the U20 men's national team
- Takes place over in the Easter weekend each year
- 32 teams from South Africa and overseas
- 4 groups of 8 teams each
- Top 2 teams advance to Winners Section
- Third-best teams advance to Plate Section Knock-out Round
- 16 losers of 1st round of Winners Section are sent to Dullah Omar Mid-Section Competition
  Three tiers continue through quarter-, semi- and final
7.4 Key Changes

- Change all national, provincial and regional leagues back to February to November
- Establish a nationwide reserve league for the PSL
- Set the formation of one women’s team and boys U15, U17 and U19 teams as a requirement for all national, provincial and regional clubs
- Develop the same format for men’s and women’s leagues
- Reduce the number of cup competitions at adult and youth level
- Once all competition framework changes have been implemented for 5 years, increase the number of teams in the PSL to make it more competitive and create more playing opportunities.

7.5 Adult League Structure

7.5.1 Premier Soccer League

League Information:

1. Number of Teams: 16 clubs (possibly grown to 18 clubs in 2018)
2. Employment Status: Professional
3. Age Restriction: No age restrictions
4. Promotion/Relegation System: Last two are relegated automatically
5. Timing/Calendar: February to November
6. Geographic Coverage: National
7. Foreign Player Restrictions: Maximum of 3 foreign players
8. Youth Development: Must have one U15, U17 and U19 team
9. Women’s football: Must have one women’s team
7.5.2 Premier Soccer League Reserve

League Information:
1. Number of Teams: 16 clubs (possibly grown to 18 clubs in 2018)
2. Employment Status: Professional
3. Age Restriction: Only 5 senior players in the squad. Rest of the players must be U20
4. Promotion/Relegation System: Closed league system. If PSL team is promoted/relegated its PSL reserve team is also promoted/relegated
5. Timing/Calendar: February to November
6. Geographic Coverage: National
7. Foreign Player Restrictions: Maximum of 3 foreign players
8. Youth Development: Must have one U15, U17 and U19 team

7.5.3 National First Division

League Information:
1. Number of Teams: 16 clubs (Possibly grown to 18 clubs in 2018)
2. Employment Status: Semi-professional
3. Age Restriction: None
4. Promotion/Relegation System: First 2 promoted automatically to the PSL. Last 2 relegated to the provincial league
5. Timing/Calendar: February to November
6. Geographic Coverage: National
7. Foreign Player Restrictions: Maximum of 3 foreign players
8. Youth Development: Must have one U15, U17 and U19 team
9. Women's football: Must have one women's team

7.5.4 Provincial League

League Information:
1. Number of Teams: Maximum 16 teams in each province
2. Employment Status: Semi-professional
3. Age Restriction: None
8. Promotion/Relegation System: Top teams per provincial league qualify for national playoff. Round-robin tournament with the top two teams be promoted to NFD. Bottom two teams in each province are relegated to SAB Regional League
4. Timing/Calendar: February to November
5. Geographic Coverage: Provincial
6. Foreign Player Restrictions: Maximum 3 foreign players
7. Youth Development: Must have one U15, U17 and U19 team
8. Women's football: Must have one women's team
### 7.5.5 Regional Leagues

**League Information:**

1. Number of Teams: Maximum of 16 teams per league
2. Employment Status: Amateur
3. Age Restriction: No age restrictions
4. Promotion/Relegation System: Top teams per regional league qualify for provincial playoff. Round-robin tournament with the top two teams be promoted to provincial league. Bottom two teams in each province are relegated to local league.
5. Timing/Calendar: February to November
6. Geographic Coverage: Regional
7. Foreign Player Restrictions: No foreign player restrictions
8. Youth Development: Must have one U15, U17 and U19 team
9. Women's football: Must have one women’s team

### 7.5.6 Local Leagues

**League Information:**

1. Number of Teams: Maximum of 16 teams per league
2. Employment Status: Amateur
3. Age Restriction: No age restrictions
4. Promotion/Relegation System: Top two teams promoted and bottom two teams relegated
5. Timing/Calendar: February to November
6. Geographic Coverage: Local
7. Foreign Player Restrictions: No foreign player restrictions

### 7.6 Youth Structures

**Key changes**

- All national, provincial and regional clubs to have a U15, U17 and U19 boys team
- Elite youth leagues to be created and focused at provincial level
- SAFA to select U15, U17 and U19 provincial selection teams
- Licensing criteria to be applied to allow to creation of elite youth leagues allowing both school, college and clubs to play in the elite youth leagues provided they meet the licensing criteria
- To ensure strength vs strength and deal with geographical challenges the 1,2,4,8 structure should be established where required
7.7 **Youth League Structure**

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<th>Age</th>
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<td>Under U6</td>
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<td>1/8 field</td>
<td>LFA level</td>
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<tr>
<td>U6 - U8</td>
<td>5 v 5 and 7 v 7</td>
<td>¼ field</td>
<td>LFA level</td>
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<tr>
<td>U9 - U11</td>
<td>9 v 9</td>
<td>Half field</td>
<td>LFA level</td>
</tr>
<tr>
<td>U12 – U14</td>
<td>11 v 11</td>
<td>Full field</td>
<td>LFA, Regional and Provincial level</td>
</tr>
<tr>
<td>U15 - U19</td>
<td>11 v 11</td>
<td>Full field</td>
<td>LFA, Regional, Provincial and National level</td>
</tr>
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</table>

### 7.7.1 National
- SAFA to choose one U15, U17 and U19 team per province
- Teams will play nationally around the year (January, June, July and November)

### 7.7.2 Provincial Leagues
9 provinces which all have one U15, U17 and U19

**League Information:**
1. Number of Teams: 16 teams per league
2. League structure: 1 league per province
3. Age groups: U15, U17 and U19
4. Promotion/ Relegation System: *Bottom two teams relegated*
5. Timing/ Calendar: *February to November*
6. Geographic Coverage: *Regional*
7. Foreign Player Restrictions: *No foreign players*
7.7.3 Regional Leagues:

League Information:
1. Number of Teams: Maximum of 16 teams per league
2. League structure: 1 league per region
3. Age groups: U15, U17 and U19
4. Promotion/ Relegation System: Top teams per regional league qualify for provincial playoff. Round-robin tournament with the top two teams be promoted to provincial league. Bottom two teams in each province are relegated to local league.
5. Timing/ Calendar: February to November
6. Geographic Coverage: Regional
7. Foreign Player Restrictions: No foreign players

7.7.4 Local Leagues:

League Information:
1. Number of Teams: Maximum 16 teams per league
2. League structure: 1,2,4,8 structure
3. Age groups: All age groups, mainly U12 and younger
4. Promotion/ Relegation System: Top two teams promoted and bottom two teams relegated
5. Timing/ Calendar: February to November
6. Geographic Coverage: Regional
7. Foreign Player Restrictions: No foreign players

7.8 Concept of 1-2-4-8

The concept of 1-2-4-8 should be applied at local LFA level and provincial elite level where there are geographical challenges due to the size of a province e.g. Northern Cape.

To ensure strength vs strength the KNVB has developed an easy yet effective structure for their leagues.

- In this structure the first division includes the best teams from a certain region (e.g. Western Cape).
- For the second tier, the region is divided into two (e.g. north and south) and teams compete in 2 different leagues.
- Further below the region is divided into 4 parts for the third division and for the fourth division it is split into eight sections.
- The structure can be easily implemented in South African regions to ensure the best teams compete against each other.
The map of Rand Central is used as an example to illustrate the 1-2-4-8 concept, which can easily be applied to any province, region or LFA.
7.9 Timeline for Competition Framework Programme

- **2013:** Beginning of the implementation and auditing of the Technical Master Plan
  - Teams to begin developing youth development programs according to SAFA club licensing

- **2014:**
  - Change of the competition framework

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<td>2012: Until the end of 2012 SAFA club licensing to be finalized and approved by NEC</td>
<td>Brazil 2014</td>
<td>2013 - 2014: Youth teams to be developed</td>
<td>Russia 2018</td>
<td>2022: Final Evaluation of Technical Master Plan achievements</td>
<td>Qatar 2022</td>
</tr>
<tr>
<td>Develop the implementation plan and set milestones for the project</td>
<td>Evaluation of current clubs and schools</td>
<td>Leagues and teams announced for 2014 season</td>
<td>Control if clubs meet requirements and regulations</td>
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<tr>
<td>Presentation of implementation plan to clubs and schools</td>
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</table>

- **2015 - 2022:**
  - Annual evaluation of changes in the competition framework
  - Control if clubs meet requirements and regulations
8 Infrastructure and Administration

8.1 Introduction

8.1.1 Headquarters:
- SAFA House Johannesburg

8.1.2 Number of employees:
- 113 in total
- 75 permanent
- 27 fixed term

8.1.3 Departments
- CEO Division (4 employees)
- COO Division (2)
- Coaching Education (2)
- Commercial Affairs/Brand Management (2)
- Communication and Media (3)
- Competitions Division (8)
- Events (3)
- Executive Support (1)
- Facility Management (3)
- Finance (10)
- Football Academies (1)
- Human Resources (1)
- Information Technology (2)
- International Affairs (4)
- Internal Audit (1 position, currently vacant)
- Kit Department (2)
- Legal (4)
- Logistics (10)
- Medical and Scientific Support (1)
- Membership Affairs (9)
- National Teams (7)
- Procurement (3)
- Referees (4)
- Safety, Security and Protocol (3)
- Stakeholder Relations (1)
- Technical (18)
- Youth Affairs / Football Development (2)

8.1.4 2 FIFA Medical Centres of Excellence:
- Centre for Exercise Science and Sports Medicine, University of the Witwatersrand
- UCT/MRC Research Unit for Exercise Science and Sports Medicine, Cape Town

8.1.5 Transnet/SAFA Football School of Excellence
- SAFA’s national academy is currently operating as a standalone team within SAFA’s current regional competition framework
8.1.6 **SAFA High Performance Centre for Women**
- The SAFA High Performance Centre for Women was founded in 2004 and uses the facilities of the High Performance Centre (HPC) at the University of Pretoria. 25 players from all SAFA regions are selected to join the programme. The facilities include a fully equipped gym, accommodation, communal lounge and a school for athletes from all sport codes.
- The staff consists of:
  - Project Manager
  - U20 Women’s National Team Coach
  - Full time house mother
  - TUKS medical staff (doctors, physiotherapists and biokineticists)

8.1.7 **The 2010 FIFA World Cup Legacy Fund**
- The trust will fund national, provincial, regional and local projects in the fields of football development, education and health and welfare
- The trustees consist of 3 FIFA, 3 SAFA, 1 business and 1 Department of Sport members
- The main object of the trust will be to carry on public benefit activities with an altruistic purpose with the purpose of using football as a means of supporting educational, health and humanitarian assistance initiatives in previously disadvantaged communities

8.1.8 **SAFA Infrastructure Development Fund**
- The SAFA Infrastructure Development Foundation (‘IDF’) will initially be endowed with the balance of the funds, which the 2010 FIFA World Cup Organising Committee South Africa (‘Organising Committee’) received from the National Lotteries Board
- These funds will be used to complete the artificial turf construction programme initiated by the Organising Committee
- In addition the IDF will seek to procure additional funding for additional infrastructure projects that will spur the development of football in South Africa
- The vision of the project is to provide quality infrastructure resources, programmes with appropriate training and mentoring for football excellence for all SAFA affiliates whilst using football development as the incubator for community upliftment and development
- In the first two phases 27 turfs have been completed. The mandate has recently been extended and in the next phase 25 additional turfs will be constructed to provide all 52 regions with a turf
In addition the project aims to reach the following objectives

- Complete the next 25 football turfs
- Fully functional facility management committees in place
- Sustainability plans in place for all 52 facilities
- Fully operational skills development programmes in place for the 52 regions
- Grassroots football programmes operational in all the SAFA regions
- Fully functional internet connections and all administration run via a web-based system
- Every region and LFA to have a fully resourced administration
- SAFA administration and governance templates are rolled out at all levels
- Online maintenance system is rolled out at all the centres
- 1040 administrators trained across all levels
- Match officials and coaches training programmes are regularly implemented at each centre
- Across all football structures there are competitive youth teams and league structures which feed into competitive national teams
8.2 Organisational chart

8.2.1 Structure of the National Executive Committee

- 1 President
- Vice-Presidents (incl. the NSL VP)
- 18 Provincial Representatives
- 10 National Representatives
- 1 Honorary Life President
- 1 Honorary President
- 1 Honorary NEC Member
- 4 NSL Representatives (incl. VP)
- 1 Chief Executive Officer (non-voting)
8.3 Referees

SAFA has established the following structure within the Referees Department.

The national panel makes provision for 28 referees and 35 assistant referees. These are the match officials that take care of FIFA, CAF, the Premier Soccer League and the National First Division. All the referees on this panel as well as the match commissioners are subjected to two major seminars per year where all are trained in the best norms and practises of match officiating.

At a provincial level there are nine provincial panels doing duty at the SAFA Second Division, the SAB, the ABSA and the SASOL Leagues. Every panel consist of 40 referees totalling 360 referees.

All LFA’s (Local Football Associations) have their own referees structures that deals with match officiating at the local level and it is estimated that there are about 26 000 referees doing duty at this level, as specialised and/or club referees.

8.3.1 Youth Referee Development

SAFA recently introduced the concept of the SAFA Youth Development Referees Training group. The objective of this initiative is to formulate a group of young referees, which can be utilized in the SAFA Promotional Leagues and can as such be used as a feeder into the National Panel of Referees.

8.3.2 Female Referees

The first exclusively female course was held in February 2011 where 70 female referees and 24 female assessors from all over the country was taken to Durban and where they were subjected to specialised high-level training.

Currently there are five women on the national panel of referees ready for operation duty in the PSL and NFD. SAFA has three ladies on the FIFA panel of referees and two have been earmarked for nomination to FIFA during the course of the next year.
8.3.3 Provincial Referee Development

To further entrench the development initiatives within the provinces SAFA has formed the „Project Inclusivity“. All nine provinces have been subjected to three developmental initiatives including fitness tests and referees seminars, where the main aim is ensure the introduction of a feeder system into the national structures.

8.3.4 Referee Instructors

SAFA has founded Project Phoenix to resurrect the SAFA Referees Instructor’s Corps. This project came to fruition in December 2011 where the first phase was successfully executed. This project forms the foundation of SAFA’s commitment to development of this sector through the reintroduction of referee’s instructors. 70 instructors and 27 fitness trainers from all over the country were brought to SAFA house and trained in all the norms of instructing. This act ensured that all nine provinces now have instructors that can see to the needs of referees in the provinces thus attaining the objective as laid down in the five year plan. The second phase of this project is due in December 2012 resources permitting.

8.4 Club Licensing

- SAFA is currently developing a club licensing system, which will be presented to the National Executive Committee by the end of June 2012
- Currently the club licensing in South Africa is covered by the CAF licensing system. In addition the PSL is establishing its own club licensing system

Key Changes

- Define a structure for all provincial, regional and local offices
- Establish provincial, regional and local technical officers and coaches
- Outline clear roles and responsibilities for each position
- Adopt licensing principles based on CAF and UEFA licensing criteria
8.6 Football Organizational Structure

Technical Committee

Technical Director

National Teams

Bafana Bafana
U23 National Team
U20 National Team
U17 National Team
Women's National Team

Head Coach
Assistant Coach
Technical Staff

9 Provincial Technical Officer

U19 Provincial Team
U17 Provincial Team
U15 Provincial Team
U13 Provincial Team

Head Coach
Assistant Coach

Technical Staff

53 Regional Technical Officer

311 Local Technical Officer
8.7 **Roles and Responsibilities of Technical Staff**

### 8.7.1 Technical Director
- Executes the mandate of the technical committee
- Oversees the activities of national team coaches as well as provincial, regional and local technical officers
- Oversees coaching education and development departments

### 8.7.2 Head Coach
- Instilling concept of play
- Selection of players and substitutions
- Coaching the team
- Planning and execution of training programme
- Team programme periodization
- Organize and lead the team meeting
- Ensure players perform to the maximum potential
- Lead team before, during and after the match
- Report to the technical committee
- Ensure maximum understanding of competition rules and requirements

### 8.7.3 Assistant Coaches
- 1 coach for tactics and 2 coaches for technique and skills
- Prepare and execute training sessions in consultation with the head coach
- Give undivided support to head coach
- Help create a conducive environment for team success
- Help to improve players performance
- Advice on all technical matters relating to team
- Execute any other task as per the instruction

### 8.7.4 Goalkeeper Coach
- Responsible for training goalkeepers
- Play, organise and execute training programmes for goalkeepers in consultation with the head coach
- Ensures goalkeeper’s performance meets overall team requirements at all times
- Execute any other task as per the head coach instructions
- Assess and monitor progress and performance of all national team goalkeepers

### 8.7.5 Team Analyst
- Analyse opposition and own team
- Provide the coach with opposition and post match analysis report
- Gather and provide head coach with any other relevant information for the benefit of the team
- Provide necessary technology in recruiting task
- Provide the coach with necessary informational data of the individual, group and team performance factors
- Provide any other support of training or before match / post match

### 8.7.6 Team Doctor
- Assess and monitors players / staff medical and health conditions during camps
- Prescribes medical requirements for the team (home and away) before and after training camps
- Treat injuries
- Lead the entire medical team
- Offer advice of player condition undergoing medical protocols
8.7.7 **Biochemist**
- Conducts biological tests on players
- Design and execute pre-rehabilitation programmes
- Design and execute fitness programmes
- Offers advice to the technical team and players

8.7.8 **Dietician / Nutritionist**
- Prescribes the team’s dietary requirements, pre- and post-camp
- Recommends necessary individual diets and supplements

8.7.9 **Psychologist**
- Responsible for mental preparation of players before, during and after match in consultation
- Assess mental fitness of players
- Perform all related duties that can enhance team performance

8.7.10 **Physiotherapist**
- Plan and execute all physiological programmes for team

8.8 **Organizational Infrastructure**

8.8.1 **Provincial Academies**
- Establish provincial centres using existing facilities such as SAFA/ Transnet Football School of Excellence
- 2 fields with grass or artificial turf meeting UEFA and CAF criteria
- 1 futsal and 1 beach football pitch
- 3 changing rooms
- 1 office
- 1 auditorium for at least 30 people
- 1 medical
- Positions based at regional centres:
  - Provincial technical officer
  - Provincial head coach and assistant coach
  - Technical staff for all teams

8.8.2 **Regional Centres of Excellence**
- Using the existing facilities and those currently constructed in SAFA’s infrastructure development programme
- Positions based at regional centres:
  - Regional technical officer
  - Regional head coach and assistant coach

8.8.3 **LFA Centres**
- Using existing facilities
- Positions based at regional centres:
  - Local technical officer
8.9 Club Licensing

- The club licensing must be based on existing CAF and UEFA club licensing (see appendix 3)
- The SAFA club licensing must be finalized and implemented on all levels
- The licensing criteria must be adapted to each level
- There should be a A, B and C License:
  - The A License will be required on national level and must match the CAF Licensing criteria.
  - The B License will be compulsory on provincial level and the criteria will be adapted.
  - The C License will be necessary to compete on regional and local level.
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SAFA – Technical Master Plan © Copyright South African Football Association 2012
8.10 Timeline for Infrastructure Programme

2012: Until the end of 2012 the planning for Distribution of the SAFA Technical Master Plan to all Provinces, Regions and LFAs.
SAFA Club Licensing to be presented.
Determine and contract technology partner and provider(s) for technical infrastructure on all levels.

2013: Beginning of the implementation and audit of SAFA Technical Master Plan.
Connectivity to be established on local, regional, provincial and national level.
Provincial, Regional and Local Technical Officers to be announced.

2014: Provincial Academies to be established according to SAFA Technical Master Plan.
Regional Offices to be set up.

2015: Morocco

2016: Libya

2017: CAF

2017 - 2022: Annual evaluation of project. Overseer if infrastructure is established on all levels and adoption of program if necessary.
Evaluation of SAFA Club Licensing.

2018: Russia

2019: CAF

2020: CAF

2021: CAF

2022: Final Evaluation of Technical Master Plan achievements.

Qatar 2022
9 Technology

9.1 Introduction

- SAFA is currently using safaconline.co.za as a basic football administration system and Pastel accounting software.
- For data analysis SAFA is using Amisco Africa, which is part of the Amisco Group.

9.2 Users and accessibility

- Only employees at SAFA House use the system.

9.3 Applications – safaconline and Pastel

- Football management module: player registration for Vodacom and Sasol Leagues only
- Limited fixture generation
- Player registration
- Processing of payments
- Financial module - basic payment scheduling functionality

9.4 Benefits of the system

- Online system, which can be accessed easily by all regions

9.5 Data analysis - Amisco

Offline solutions:

- Amisco Viewer for in-depth match analysis
- Amisco Organizer for multimedia presentation and video storage
- Amisco Opposition Sequences for opposition analysis
- Amisco Opposition Report
- Amisco Compiler for trend study

Online Solutions:

- Live Pro & Match Center to follow the game live
- Amisco Match Server for automated video download and streaming
- Amisco Opponent Server for contextual video of next opponent
- Amisco Profiler for online performance analysis
- Amisco Recruiter for online scouting and analysis

For further details see appendix 4
9.6 **SAFA and Amisco Analysis Centre**

SAFA and Amisco are in the process of establishing an analysis centre for the national teams at SAFA House. The objectives of the analysis centre are:

- Opposition Analysis
- Post-match Analysis
- Mine and store all video footage in a central database to be used by coaches & management
- Amisco Recruiter & Profiler for trend analysis and recruiting for team selection
- One-on-one sessions with players and coaches
- Workshops
- Referee reports
- Coaching courses
- Development of analysis course material and workbooks
- Support SAFA in making SA football sustainably successful and a source of pride
- The use of technology as a foundation to help the football district and/or coach deliver on their mandate to develop, and deliver better teams and players

9.7 **PSL – Green 4 Solution**

The PSL and Green 4 Solutions have established a long-term relationship and developed football administration software modules that enhance the administration of the sport.

9.7.1 **Application**

- Microsoft Dynamics CRM-based platform
- Online player registration system
- Player passport system
- Online accreditation system
- Referee’s online match report capturing system
- Online competitions management system
- Soccer administration tool
- Calendar based competition management system that will account for all the key areas when running a cup competition

9.7.2 **Benefits of the system**

- Simplify communications and overall management of the governance process
- Green 4 Sports Administration has been specifically designed to meet the needs of professional sports clubs and global sports federations
- Sports Administrator also has additional features designed specifically for the sports market that allows clubs and federations to use the same system to administer their membership whilst at the same time using their data to maximise the value of communication with its members, players and match officials
Key Changes

- Install the DFBnet system and adapt and extend the system to the specific needs of South Africa
- Ensure connectivity in all offices and define the requirements at all levels
- Determine the administrative and football related data that needs to be captured

9.9 Technology infrastructural requirements

9.9.1 National

Data Analysis Centre offering the following:
- 1 x Server – Dell Poweredge R210II Server
- 1 x 18TB NAS – QNAP TS-x79 + 10x 2TB WD RAID Ed HDD’s
- 1 x Analyst laptop and desktop
- 2 x Production workstation – Dell Optiplex 380MT
- 1 x DVD Burner – CF13 Disc Replicator
- 4 x Tablet Proline Mirage
- 1 x Transcoder – Intel i7
- 1 x Label Printer – Brother PT1250
- 1 x Smartboard Interactive
- 1 x Network switch & Internet router
- 2 x Cameras – SONY HDR-CX190E + SanDisk Extreme
- 1 x Projector – Acer X1210DLP
- 2 x Tripod – Velbon CX-686

9.9.2 Provincial

- Office and auditorium
- DSL connectivity
- 2 laptops
- Telephone, printer, scanner & fax machine
- DVD player
- Projector

9.9.3 Regional

- Office and auditorium
- Player card printer
- Connectivity
- 2 laptops
- Telephone, printer, scanner & fax machine

9.9.4 Local

- 2 laptops
- Connectivity
- Telephone
- UPS
- Cameras
9.10 Player analysis data to be captured

The following data will be captured of all players on national level. SAFA currently uses Amisco to capture this data.

9.11 Administrative data to be captured

9.11.1 General

- Club information
- Referees
- Players
- Coaches
- Facilities
- All competitions at LFA level
- Office location
- Office bearers
- Match events reports
- Scouting reports
- Players agent details

9.11.2 Club Information

- Name
- Ownership
- Contact details and geographical information
- Organizational structure and management
- Type of entity
- Technical personnel & qualifications
- Number of teams and age groups
- Number of players
- Number of registered supporters
• Date of establishment
• Community representation
• Home ground
• Colours of club and home and away kit
• Academy and youth structure

9.11.3 Referees
• Personal information
• Qualifications/certifications
• Matches officiated
• Number of cards → match statistics

9.11.4 Coaches
• Personal information
• Qualifications
• History → achievements
• Biographical information

9.11.5 Facilities
• Address (GPS co-ordinates)
• Type of surface
• Size of pitch + number of pitches
• Number of change rooms
• Lighting + LUX information
• Capacity
• Description of facilities
• Ownership of facilities
• Multisport facilities
• Equipment (balls, cones and training equipment)
• Proximities – distances to LFA’s, clubs, airport and players

9.11.6 All competition at LFA level
• Type of competition [cup or league]
• Participants [boys or girls]
• Age groups
• Duration of the competition

9.11.7 Basic Player Information
• Personal information
• Photograph
• Guardian details
• Left- or right- footer
• Position
• School attending
• Clubs a player played for in the past
9.12 Timeline for Technology Programme

- **2013**: Implementation and auditing of Technical Master Plan. Ensure connectivity and technical infrastructure in all local, regional and provincial offices.
- **2013 - 2022**: Annual evaluation of project.
- **2013**: Roll out of education courses for office staff.

**2017**: Update the technical infrastructure at all levels.
**Continuous education to office staff**.

- **CAF 2019**:
- **CAF 2021**:

**2012:** Until the end of 2012 the planning for Technology program on all levels to be finalized.
- **Negotiations for Technology and Communication partnership**.
- **Evaluation of current situation and development of implementation plan**.

**2013 - 2015**: Adapt the DFBnet system to the specific needs of South African football.

**2018**: Russia 2018

**2022**: Final Evaluation of Technical Master Plan achievements.

**2022**: Qatar 2022
10 Sports Science

10.1 Introduction

The expertise of sport science is used at men’s and women’s national team level. However there is no standardized usage of sports science and testing of the athletes’ performance. In addition performance tests are not aligned to the clubs’ testing procedures and the co-operation between clubs and SAFA can be improved.

10.2 Infrastructure

2 FIFA Medical Centres of Excellence:

- Centre for Exercise Science and Sports Medicine, University of the Witwatersrand
- UCT/MRC Research Unit for Exercise Science and Sports Medicine, Cape Town

Transnet/SAFA Football School of Excellence

- SAFA’s national academy is currently operating as a standalone team within SAFA’s current regional competition framework

SAFA High Performance Centre for Women

- The SAFA High Performance Centre for Women was founded 2004 and uses the facilities of the High Performance Centre (HPC) at the University of Pretoria. 25 players from all SAFA regions are selected to join the programme. The facilities include a fully equipped gym, accommodation, communal lounge and a school for athletes from all sport codes.
- The staff consists of:
  - Project Manager
  - U20 Women’s National Team Coach
  - Full time house mother
  - TUKS medical staff (doctors, physiotherapists and biokineticists)
10.3 Organisational chart

The SAFA Medical Committee forms part of the Football Affairs division in the organizational structure.

10.4 SAFA Medical Committee

The SAFA Medical Committee has formed three sub-committees. These sub-committees meet frequently to oversee the implementation of specific aspects of its policies. Members of these structures were recommended by the medical committee from the pool of experts available in South Africa and those recommended by the association, including its members.

10.4.1 Research and Development Sub-Committee:

- This structure is in partnership with the South African Football Medical Association to enhance and promote sports medicine capacity and development within South African football
- Establishment of Training and Development Programmes for healthcare personnel to service football structures at all levels and SAFA regions
- Ensuring active participation and training of allied healthcare professionals in football.
- Development and implementation of a health promotion policy
- Implementation of the SAFA HIV Policy for all affiliates
- Initiation and implementation of football specific research projects at all levels within South Africa, and in partnership with external stakeholders
- Organization and management of an annual sports medicine conference that involves SAFA and all its regions and affiliates
10.4.2 **Doping Control Sub-Committee:**
- Development of a doping control policy and programme in line with FIFA Anti-Doping Regulations and the South African Institute for Drug-Free Sport
- Development, implementation and communication of the SAFA Doping Control Operational Plan
- Ensuring that all SAFA structures, including the professional affiliate, are organized in accordance with the SAFA Doping Control Policy.
- Liaise with other stakeholders regarding doping control education, training, development and sanctions

10.4.3 **Health and Medical Services Sub-Committee:**
- Development and implementation of a policy that governs medical services for SAFA national teams and structures
- Development and implementation of a policy that governs health and medical services at matches and tournaments played under the auspices of SAFA
- Development of standard operating procedures of medical services to SAFA national teams
- Assisting SAFA with the appointment, evaluation and monitoring of the medical personnel of SAFA national teams
- Liaise with government structures, non-governmental organizations and volunteers who provide health and medical services at football matches and events in South Africa

10.4.4 **SAFA Medical Department Position Statement:**
The SAFA Medical Department seeks to be a significant and global player in scientific and medical matters. This will be achieved by creating and leveraging strategic relationships with all stakeholders while creating an environment that encourages research, education and development; provision of health and medical services; health promotion and doping control services that are aligned with the objectives of the association in accordance with global trends.

Key functions of the department:
- Planning and management of all the affairs and activities of the SAFA Medical Committee
- Implementation of the SAFA Health and Medical Services Plan for all SAFA national teams and events.
- Implementation on SAFA policies on doping control and health promotion
- Planning and management of the SAFA Research, Education and Development Plan for all stakeholders and levels of football
- Planning and management of the Annual SAFA Medical Conference

10.5 **CAF Club Licensing**

10.6 **CAF Licensing Criteria**
The CAF clubs licensing includes the following criteria, which are relevant towards sports science.

**Sporting Criteria**
The club must foster medical care of their youth players. The license applicant must have a written youth development programme approved by the licensor. This education programme must include at least the following:
- Medical support for young players (including medical check-ups)

**Administrative and personnel Criteria**
- The club must have appointed a medical doctor and physiotherapist
Key changes

- Develop a standardized testing programme for youth and adult teams
- Create players’ portfolios to evaluate their performance and development
- Enhance the use of sports science experts in men’s and women’s national teams

10.8 Infrastructure

10.8.1 Co-operation with existing sports science institutions

SAFA should use the existing institutions and improve the co-operation with these establishments. SAFA has established relationships and worked with the following institutions:

- FIFA Medical Centres of Excellence:
  - Centre for Exercise Science and Sports Medicine, University of the Witwatersrand
  - UCT/MRC Research Unit for Exercise Science and Sports Medicine, Cape Town
- Transnet/SAFA Football School of Excellence
- SAFA High Performance Centre (HPC) at the University of Pretoria

In addition the SAFA Medical Committee and the technical staff of the national teams should evaluate co-operations with other private institutions.

10.8.2 Integration of Student and Research projects

SAFA should integrate student projects into their programmes. The benefits of integration of students into the organization are:

- Using expertise of students
- Ensuring constant up-to-date scientific knowledge
- Cost-effective research work

SAFA needs to clearly identify the fields of research. The following topics will serve as a starting point but need to be adapted constantly.

- Training and fitness (training design, injury prevention, measurement and analysis methods)
- Youth elite football (elite development, resilience, framework, etc.)
- Amateur and school football (offer forms, quality, game mode, etc.)
- Organizational structure (service provision, division of labour, personnel, finance)
- Knowledge transfer (processing, communication)

In addition rules and regulations for funding scientific projects need to be defined.

10.9 Licensing Requirements

The SAFA Licensing must include sports science and medical criteria. The criteria need to be adapted to the various levels.
10.10 Sports Science on National Team Level

The following staff should be established on national team level. The roles and responsibilities of technical staff have been defined as follows:

10.10.1 Technical Director

- Executes the mandate of the technical committee
- Oversees the activities of national team coaches as well as provincial, regional and local technical officers
- Oversees coaching education and development departments

10.10.2 Head Coach

- Instilling concept of play
- Selection of players and substitutions
- Coaching the team
- Planning and execution of training programme
- Team programme periodization
- Organize and lead the team meeting
- Ensure players perform to the maximum potential
- Lead team before, during and after the match
- Report to the technical committee
- Ensure maximum understanding of competition rules and requirements

10.10.3 Assistant Coaches

- 1 coach for tactics and 2 coaches for technique and skills
- Prepare and execute training sessions in consultation with the head coach
- Give undivided support to head coach
- Help create a conductive environment for team success
- Help to improve players performance
- Advice on all technical matters relating to team
- Execute any other task as per instruction

10.10.4 Goalkeeper Coach

- Responsible for training goalkeepers
- Play, organise and execute training programmes for goalkeeper’s in consultation with the head coach
- Ensures goalkeeper’s performance meets overall team requirements at all times
- Execute any other task as per the head coach instructions
- Assess and monitor progress and performance of all national team goalkeepers

10.10.5 Team Analyst

- Analyse opposition and own team
- Provide the coach with opposition and post-match analysis report
- Gather and provide head coach with any other relevant information for the benefit of the team
- Provide necessary technology in recruiting task
- Provide the coach with necessary informational data of the individual, group and team performance factors
- Provide any other support for training pre-/post match
10.10.6 **Team Doctor**

- Assess and monitor player's / staff's medical and health conditions during camps
- Prescribes medical requirements for the team (home and away) before and after training camps
- Treat injuries
- Lead the entire medical team
- Offer advice of player condition undergoing medical protocols

10.10.7 **Biochemist**

- Conducts biological tests on players
- Design and execute pre-rehabilitation programmes
- Design and execute fitness programmes
- Offers advice to the technical team and players

10.10.8 **Dietician / Nutritionist**

- Prescribes the team's dietary requirements, pre- and post-camp
- Recommends necessary individual diet and supplements

10.10.9 **Psychologist**

- Responsible for mental preparation of players before, during and after match in consultation
- Assess mental fitness of players
- Perform all relevant duties that can enhance team performance

10.10.10 **Physiotherapist**

- Plan and execute all physiological programmes for team

10.11 **Sports Science in Youth Development**

SAFA should use the expertise of sports science in youth development comparable to the current programme the DFB has established in cooperation with universities.

A standardized test will be used to test all youth players in the SAFA talent development programme on provincial and national level twice a year.

These tests should consist of the following 6 sections, but needs to be constantly adapted:

- Speed (20m sprint)
- Agility run
- Dribbling
- Ball control including passing
- Shot on goal
- Juggling the ball

The results of these tests will be used to create a player profile in a national database, showing the current status of a player and his/her development.

As a point of reference each provincial academy should determine the average results per age group.

These player profiles in conjunction with the coaches’ evaluation should be monitored in a so-called ‘development report’. The report can be used as a guideline for the selection of provincial and national youth teams.
10.12 Sport Scientists required in Youth Development

The technical staff for national U23, U20 and U17 teams should be similar to the technical staff for men's and women's national team.

All provincial youth teams will share the technical staff, which should include the same staff as on national level.

10.13 Roles and Responsibilities for Sport Scientists in Youth Development

The roles and responsibilities are similar to those of the technical staff of adult national teams.

10.14 Definitions of player attributes

The following definitions should be used as a starting point to further defining the players’ attributes. In addition some tests are presented to determine and evaluate the players’ performance with regards to the specific attributes. However SAFA should develop a standardized testing procedure for all men’s and women’s national teams and for its elite youth development. The tests presented in this document were identified by the current SAFA physical trainer Zac van Heerden, and should be used as a guide for future testing.

10.14.1 Endurance

Endurance is difficult to quantify and to set a standard norm, as it varies by position, and by the physiological characteristics of each player. Testing procedures are also difficult to standardize, as it is measured in more than one way. First consideration must be whether or not the player’s level of performance is satisfactory, before judging physical condition on the results of an endurance test.

A general suggestion is the use of the multi-stage fitness test as a basic criterion, with a test performance of approximately level 13 for all outfield players as a basic standard. In order to go into more depth, the use of supplementary tests (such as the IR2 for high-intensity endurance, or a speed-endurance test) can be used to determine the fatigue tolerance of a player involved in high-intensity repetitive work.

10.14.2 Strength

As with endurance, it is nearly impossible to categorize a player based on a singular test score. Again, only where performance is unsatisfactory, or injury risk/history is considered, can you consider making serious manipulation to strength levels. It must be remembered that training to improve traditional strength has adverse effects on both endurance and speed, and can also increase injury risk during explosive movement, if not properly and appropriately managed.

The use of isokinetic evaluation (particularly for knee flexion: extension) and also the shoulder (goalkeepers) as part of an injury management process is suggested. Regular strength and general muscular function training should remain a staple item in both preparatory and competitive phases of the training regime – this should be individually prescribed and controlled, relatively independent from rigid test procedures.

10.14.3 Speed

Speed is an essential element of football performance, and should be assessed periodically (2-3 times per season as a minimum). As a minimum measurement of speed over at least 5m and 20m distance is recommended, and where possible, extend this up to 35-40m. The following results should be achieved:

- 5m time = under 1.05 sec
- 20m time = under 2.90/2.95 sec
- 40m time = under 5.20 sec
10.14.4 Speed endurance

Speed endurance is often regarded as an essential conditioning element, possibly the most singularly important attribute. Assessment is hampered by the motivation of players and organization of the tester. Recommended is the use of the IR2 (level 22/23 as a basic standard) or the RAST (Repeated anaerobic sprint test) with a fatigue drop of less than 10-12%.

10.14.5 Power

Power is another essential attribute, which can be easily measured during isokinetic evaluations, while measuring other attributes, and by means of a simple sprint or jump test.

- Instantaneous peak power output should be above 5500 watts.

10.14.6 Height (physical presence)

Currently most South African players are short in stature, with an average height around 168 -170cm. There is not much that can be done about it, but a focus on improved socio-economic conditions of young players (pre-puberty) may help solve this issue, as research indicates that under-nourishment / malnutrition is probably a major factor.

10.14.7 Good build

Due to poor training habits and methods, as well as unsatisfactory nutritional conditions during the developmental levels, this is a consistent problem that can only be addressed with a holistic approach to player development form age 6-8 years of age.

10.14.8 Explosiveness (jumping & acceleration)

Essential attribute, addressed in speed and power assessments mentioned above...

10.14.9 Aerial ability

Aerial ability is dependent on the following:

- Height
- Strength / power
- Technique

Some of these elements can be coached, trained and changed, whereas others cannot be influenced, unless players are developed from an early stage.

10.14.10 Mobility, Flexibility and Suppleness

Essential to maximize muscular function, which in turn contributes to speed, power, agility and technique/skill levels. Almost impossible to measure, but is an absolute essential in training regime, and must be individually prescribed and controlled. If necessary, static flexibility assessments for lower back/hamstring (modified sit & reach) and hip flexor complex (modified Thomas test) can be considered. Individual practitioners determine norms and standards.

10.14.11 Agility

Essential, and there are a large amount of tests used to assess this. The use of the 5-0-5 test, along with a vertical jump test to assess basic agility is recommended. The following results should be achieved:

- 5-0-5 times under 2.2 seconds
- Power at 5500 watts
10.14.12  **Good reaction speed**

Largely genetic and based on reflex patterns developed during childhood. So, proper development level training is essential. The reaction speed is difficult to measure and currently not routine at the adult level. Testing can be done using the same equipment used for speed, where whole body reaction time should be better than 0.7 sec, and under 0.2 sec if you use a simpler test technique (stimulus-response test for audio or visual reactions).
10.15 Timeline - Sports Science

2012: Until the end of 2012 the planning for standardized sports science program on national level to be finalized
Medical committee and current Technical Team to determine standardized tests and clearly define players’ attributes.
Development of database for players’ portfolio

2013: Distribution of players’ attributes to coaches and technical staff.
Implementation and auditing of Technical Master Plan
Ensure implementation of standardized testing

2013 - 2022: Annual evaluation of project

2017: Evaluate and update the testing procedures
Reassess the players’ attributes and redefine if necessary.

2018: Russia
Adapt the DFBnet system to the specific needs for sports science and scientific player data

2020

2022: Final Evaluation of Technical Master Plan achievements.

Qatar 2022
11 Conclusion

In order to achieve the goal of our national teams being consistently in the top 3 in Africa and top 20 in the world South African football must change. The development of this Technical Master Plan is the first step on a long path, which will enhance the chances of success greatly. We have currently determined the following major changes:

Philosophy:
- Explain the term football philosophy in a South African context
- Define a standardized concept of play for all South African national teams
- Define the best starting formation to teach South African youth players
- Define the 6 key positions to develop South African players
- Determine the position specific attributes of players for South African national teams

Coaching
- Determine the number of coaches, coaching courses and coaching instructors required at all levels to achieve the SAFA Technical Master Plan objective
- Establish a National Coaching Academy and satellite institutions across the country
- Align coaching courses to CAF and UEFA

Talent Development
- Establishment of 9 provincial academies – one academy per province
- Determine a clear organizational structure for youth development and scouting
- Define standardized format for youth competition (e.g. size of the field)

Competition’s Framework
- Change all national, provincial and regional leagues back to February to November
- Establish a nationwide reserve league for the PSL
- Set the formation of one women’s team and boys U15, U17 and U19 teams as a requirement for all national, provincial and regional clubs
- Develop the same format for men’s and women’s leagues
- Reduce the number of cup competitions at adult and youth level
- Once all competition framework changes have been implemented for 5 years, increase the number of teams in the PSL to make more competitive and create more playing opportunities
- All national, provincial and regional clubs to have a U15, U17 and U19 boys team
- Elite youth leagues to be created and focused at provincial level
- SAFA to select U15, U17 and U19 provincial teams
- Licensing criteria to be applied to allow to creation of elite youth leagues allowing both school, college and clubs to play in the elite youth leagues provided they meet the licensing criteria
- To ensure strength vs. strength the 1,2,4,8 structure should be established

Infrastructure and Administration
- Define a structure for all provincial, regional and local offices
- Establish provincial, regional and local technical officers and coaches
- Outline clear roles and responsibilities for each position
- Adopt licensing principles based on CAF and UEFA licensing criteria

Technology
- Install the DFBnet system and adapt and extend the system to the specific needs of South Africa
- Ensure connectivity in all offices and define the requirements at all levels
- Determine the administrative and football related data that needs to be captured

Sports Science
- Develop a standardized testing programme for youth and adult teams
- Create players’ portfolios to evaluate their performance and development
- Enhance the use of sports science experts in men’s and women’s national teams