

**PUBLIC SERVICE OFFICE**  
**OFFICE OF THE HEAD OF SERVICE**

**19<sup>TH</sup> EDITION OF INTER AGENCY HEAD OF SERVICE GAMES**  
**“HOS GAMES” 2025**  
**FOOTBALL AND OTHER GAMES**  
**RULES AND REGULATIONS**

**ARTICLE 1**                      **REGISTRATION OF PLAYERS**

- 1.1 All Ministries, Extra-Ministerial Departments, Parastatal, Organizations, Government owned Agencies, Local Government Council Areas and Local Council Development Areas are free to register their Male & Female Teams for the competition.
- 1.2 All interested Teams shall register a maximum of 18 players and 4 Officials for the football competition.
- 1.3 All participating Teams shall submit their players' particulars containing the following information: - Full name, Designation, Oracle/Staff/Employee's number through the DAHR online link.
- 1.4 An Agency is free to take part in the football or any other competition within the Games either as an **independent entity or under the umbrella of its Parent Ministry**. If an Agency chooses to participate under its Parent Ministry, the online registration form must be filled through **the Parent Ministry's link**, and such Agency must submit its nominal roll to the Parent Ministry who will in turn endorse it and forward same to the LOC.
- 1.5 Officers on secondment must have spent a minimum of three (3) months in his or her new location and his or her name must be in the nominal roll of the Agency. **A player can only play for the Ministry/Agency that has his or her name in the nominal roll.**
- 1.6 Only confirmed Officers whose photographs appear on the online Registration Form shall be eligible to participate in the competition. For agencies with a confirmation period of less than two (2) years, the agency's policy document on such must be attached.
- 1.7 Nominal roll stamped and signed by Director, Admin& Human Resource shall be submitted to the LOC Secretariat **within the stipulated registration period.**

- 1.8 Subject to Article 1,2; 1.3; 1.4; 1.5; 1.6; and 1.7 of this Rules and Regulations, any MDA/Team that seeks to alter its Team list or replace its player(s) due to any health Challenge can do so online through the edit column of the DAHR link of that MDA.

## **ARTICLE 2**

### **MEDICALS**

- 2.1 All participating Teams must present their players for Pre-Competition Medical Assessment at the designated General Hospitals before submission of the Team list.
- 2.2 Only medically certified fit player(s) shall be eligible to participate in the competition.
- 2.3 Only medical results from a Medical Officer of one of the designated Hospitals forwarded to the Local Organizing Committee shall be accepted for eligibility to participate in the Games.
- 2.4 All Agencies shall make provision for the replacement of any uncertified player(s) in their Teams and shall present such Pre-Competition Medical Assessment (PCMA).
- 2.4 No player shall be allowed on the field of play if he/she does not possess medical certificate of fitness duly signed by a Medical Officer from the designated Hospitals.
- 2.5 All participating Teams must make provision for First Aid Boxes, Ice Packs and medical personnel for their players on match days.

## **ARTICLE 3**

### **FIXTURES**

- 3.1 Draws for the fixtures shall be conducted in the presence of representatives of the teams.
- 3.2 The Team Managers and Captains shall be presence at the venue of the draws.
- 3.3 The fixtures shall be communicated to the Teams through the LOC platform.
- 3.4 Teams must be at the venue of the match at least an hour before the kick-off time.
- 3.5 In line with Article 3.4, any Team(s) that failed to present its players at the match venue 30 minutes after the schedule kick-off time shall forfeit the match to the opposing Team.

## **ARTICLE 4**

### **RESERVE BENCH**

- 4.1 All reserve players must be presented for screening and necessary checks.
- 4.2 No reserve player(s) shall be screened or be allowed to play if he/she was not among those players presented for screening/check before the kick-off of the match.
- 4.3 The reserve bench shall consist of maximum of 7 players and 4 Officials whose names appear on the online registration.
- 4.4 Players and officials on the Reserve Bench shall be properly dressed for the match.

## **ARTICLE 5**

### **SUBSTITUTIONS OF PLAYER AND TEAM LIST**

- 5.1 The Team list shall contain names of a maximum number of 18 players and 4 officials for a particular match with numbers boldly embossed on the Jerseys.
- 5.2 In a match, a total maximum of 5 players are allowed to be substituted.

## **ARTICLE 6**

### **DURATION OF GAMES**

- 6.1 The duration of each match shall be 90 and 80 minutes (i.e. 45 and 40 minute for each half) with a half time interval of 15-minute for both male and Female teams respectively.
- 6.2 At the knock out stage, where no winner emerges at the expiration of the full time, the match shall be decided via penalty kicks.

## **ARTICLE 7**

### **FAILURES TO HONOUR OR CONTINUE TO PLAY A MATCH**

- 7.1 Any team that fails to honour its obligation without acceptable reason to the LOC shall be fined the sum of N50,000.00 payable to the LOC before being allowed to participate in the next edition.
- 7.2 If a team refuses to continue with an already started match for a period of 5 minutes or walk away from the pitch, such a team shall forfeit the match to its opponent and face further sanction(s) by the LOC.

- 7.3 If a team encounters any difficulty on its way to the match venue, the team must as a matter of urgency send a message through an Official/Captain to the venue of the match before the commencement of the match.

## **ARTICLE 8      ENCROACHMENT/DISRUPTION OF MATCHES**

- 8.1 Team supports, sympathizers, reserve players/Official shall not encroach on the field of play during a match. where a supporter, official or player encroaches on the field of play to cause discontinuation of the match, the team on whose behalf the disturbance is caused shall forfeit the match to its opponent and in addition shall be sanctioned by LOC.
- 8.2 Intimidation/ harassment of match Officials by team supporters/fans or team officials before, during and after the match is strictly prohibited. Any identified supporter/Official who breaches the foregoing shall be sanctioned by the LOC.

## **ARTICLE 9      PROTESTS AND APPEALS**

- 9.1 The decision of the Officiating referee in a match is final.
- 9.2 All protests relating to the conduct and result of any match shall be forwarded in writing to the Local Organizing Committee on a letter head of the affected MDAs' within 12 hours after the match. This should be accompanied by a non-refundable protest fee of **N50,000.00** and picture(s) taken on the field of play highlighting the player(s) being protested against and the match Official (i.e. Referee) standing in the middle of the protest teams.
- 9.3 A copy of the protest letter shall be forwarded to the team being protested against by the LOC.
- 9.4 Protest against non-eligible players, if noticed before the match, must be reported and be detailed in the report of the Match Commissioner.
- 9.5 No match shall be postponed or delayed as a result of protest, unless it is related to the venue being unsafe or in case of force majeure for the match.

- 9.6 Verbal protest may be reported but this shall be supported with a formal letter on the Agency letter head paper and appropriate fee paid within 12 hours after the match.
- 9.7 If a team is dissatisfied with the verdict of the Technical Committee, it has the right of appeal to the Appeal Committee.
- 9.8 The appeal must be submitted within 24 hours after the verdict of the Technical/ Disciplinary Committee. Letter of appeal must be accompanied by a non-refundable fee of **N100,000.00**
- 9.9 The decision of the Appeal Committee on any petition shall be final and binding on affected parties.

## **ARTICLE 10 SANCTIONS AND DISCIPLINE**

- 10.1 A player issued two yellow cards as penalty at different matches during the tournament shall automatically miss the next match.
- 10.2 A player issued a Red card during a match shall mandatorily miss the next match, which may be increased to two or more if the Technical Committee considers the offence in subsequent Games.
- 10.3 A player issued 3 Red cards during the competition shall be suspended from the competition.
- 10.4 Any encroachment/disruption on the field of play shall attract any of the following:  
i. Forfeiture of match;  
ii. Suspension from subsequent competition.
- 10.5 The Public Service Rules shall apply to player(s) who commit any acts of misconduct during the competition.

## **ARTICLE 11**

### **ELIGIBILITY**

- 11.1 The underlisted staff are not eligible to participate in any of the Competition:
- i. All non-pensionable staff

- ii. Project/Adhoc staff
- iii. Unconfirmed staff
- iv. Contract staff
- v. Industrial attaché
- vi. Temporary staff and;
- vii. Failure to attend a Pre-Competition Medical Assessment (PCMA)

11.2 To participate in the football Competition or any other Game, participant must be:

- i. Confirmed permanent Staff with oracle number.
- ii. Confirmed permanent staff with employee/ staff number in parastatals not operating on the oracle database (evidence of confirmation of appointment is compulsory)

## **ARTICLE 12**

### **MATTERS NOT COVERED**

Unforeseen matters that arises during the Competition shall be carefully handled as deemed fit by the LOC.

**Local Organising Committee**

**HOS GAMES 2025**