



**FIB**

# **DISCIPLINARY REGULATIONS**

Adopted by the FIB Executive Committee  
on 27 December 2022

# FIB DISCIPLINARY REGULATIONS

On the basis of Article 23.1 a) of the FIB Statutes, the FIB Executive Committee issues the following Disciplinary Regulations for all international competitions and matches provided for in Article 42 of the FIB Statutes.

## INTRODUCTION

### *Article 1      Precept*

FIB disciplinary regulations serves the realisation of the objects of the FIB Statutes. These regulations contain the substantive and formal provisions the punishment of disciplinary offences of duty for World Championship for Seniors, Men and Women as well as all other international competitions in accordance with the FIB Statutes, Article 42.

### *Article 2      Scope of application*

The present disciplinary regulations apply to any breach of FIB Statutes, regulations, directives or decisions, including every match and competition organised by FIB.

### *Article 3      Disciplinary power*

The following are subject to these regulations:

all FIB Member Associations and their officials (i.e. all persons assigned by a Member Association to exercise a function);

all clubs and their officials (i.e. all persons assigned by a Member Association to exercise a function);

all match officials;

all players;

all persons elected, ratified or assigned by FIB to exercise a function.

The above-mentioned entities and persons are subject to FIB disciplinary powers. They are bound by and recognise FIB Statutes, regulations, directives and decisions, as well as the Laws of the Game as issued by FIB.

### *Article 4      Subsidiary law*

In the absence of provisions in the present disciplinary regulations and other regulations, the disciplinary bodies will take a decision according to recognised principles and in accordance with justice and fairness.

## PART ONE: DISCIPLINARY LAW

## *A. General Provisions*

### **Article 5**      ***Principles of conduct***

- 1) Member Associations, clubs as well as their players, officials and members, shall conduct themselves according to the principles of loyalty, integrity and sportsmanship.
- 2) For example, a breach of these principles is incurred by anyone:
  - a) who engages in or attempts to engage in active or passive bribery;
  - b) whose conduct is racist, discriminatory, politically extremist, insulting or of any other such nature as to violate the basic rules of conduct;
  - c) who uses sporting events for manifestations of a non-sporting nature;
  - d) whose conduct brings the sport of bandy, and FIB in particular, into disrepute;
  - e) who defies decisions and directives of the Organs for the Administration of Justice;
  - f) who does not comply with instructions given by the referee or delegate;
  - g) who culpably reports for at match late or not at all;
  - h) who culpably causes a match to be abandoned or who is responsible for its abandonment;
  - i) who lists on the match sheet a player who is not eligible to play.
- 3) Furthermore, it is a breach of the current regulations if a Member Association or a club, qualified to take part in an international competition or match, refrains from participating without presenting valid reasons. It is the competent FIB body who decides, case by case, what is considered a valid reason.

### **Article 6**      ***Responsibility***

- 1) Member Associations and clubs are responsible for the conduct of their players, officials, members, supporters and any other person exercising a function at a match at the request of the association or club. Accordingly, these entities are subject to disciplinary measures applicable in these regulations.
- 2) The host association or club is responsible for order and security both inside and around the stadium before, during and after the match. It is liable for incidents of any kind, and can be rendered subject to disciplinary measures and bound to observe directives.

### **Article 7**      ***Statute of limitation***

- 1) Prosecution is barred at the end of:
  - a) one year for offences committed on the ice field or in its immediate vicinity;
  - b) 10 years for doping offences;

- c) match-fixing, bribery and corruption are not subject to a statute of limitations;
- d) five years for all others offences.

The statute of limitations set out above is not interrupted by all procedural acts, starting afresh with each interruption.

### *B. Infractions*

#### **Article 8 Principles**

- 1) Unsporting conduct, breaches of the Bandy Playing Rules, as well as infringements of FIB Statutes, regulations, decisions and directives, are penalised by means of disciplinary measures.
- 2) Disciplinary measures provided for may be taken against Member Associations, clubs and any other individual assigned by a Member Association or club to exercise a function for offences before, during or after a match.

#### **Article 9 Misconduct of players**

- 1) The following player sanctions apply for competition matches:
  - a) Sanctions will be given according to the FIB approved suspensions and sanctions list.
- 2) Suspensions may be combined with fines.
- 3) Disciplinary action may be taken even if the referee did not see gross unsporting conduct and was therefore unable to take any factual decision.
- 4) In the event of serious offences, the suspension can be extended to include all competition categories.
- 5) If the match is abandoned or awarded by default, the offences listed above will still be punishable.

#### **Article 10 Other infractions**

Disciplinary measures provided for in the present regulations may be taken against Member Associations or clubs if:

- a) a team, player, official member is in breach of Article 5 of the present regulations;
- b) a team continues to conduct itself improperly, even after several individual disciplinary sanctions have been imposed by the referee;
- c) spectators invade or attempt to invade the ice field, objects are thrown, fireworks ignited, or if order and discipline in the stadium area are otherwise not guaranteed.

## *Article 11 Doping, integrity, match-fixing and racism*

Doping constitutes a breach of anti-doping rules. The WADA Code and the IOC Regulations are authoritative.

All persons bound by FIB's rules and regulations must refrain from any behaviour that damages or could damage the integrity of matches and competitions (e.g. match-fixing) and must cooperate fully with FIB at all times in its efforts to combat such behaviour.

Any person under the scope of Article 3 who insults the human dignity of a person or group of persons on whatever grounds, including skin, colour, race, religion ethnic origin, gender or sexual orientation, incurs a suspension lasting ten matches or a specified period of time.

### *C. Disciplinary Measures and Directives*

## *Article 12 Definitions*

- 1) The disciplinary bodies impose disciplinary measures and issue directives.
- 2) Disciplinary measures are sanctions on the conduct to be disciplined. They may be combined.
- 3) Directives can be issued in addition to disciplinary measures in order to ensure execution and/or require certain behaviour on the part of those concerned.

## *Article 13 Disciplinary measures against Member Associations and clubs*

- 1) The following disciplinary measures may be imposed against Member Associations and clubs:
  - a) warning,
  - b) reprimand,
  - c) fine,
  - d) annulment of the result of a match,
  - e) order that a match be replayed,
  - f) deduction of points,
  - g) awarding of a match by default,
  - h) playing of a match behind closed doors,
  - i) stadium ban,
  - j) playing of a match in a third country,
  - k) disqualification from competitions in progress and/or exclusion from future competitions.

2) If a match is awarded by default, the result 3-0 applies, and away goals do not count double. If the goal difference is equal to or higher than 3, the result of the match actually played stands. If, after normal playing time, both teams have scored

the same number of goals in both legs, under consideration of the awarding of the match by default, the team in whose favour the match is awarded by default goes through to the next round.

#### *Article 14 Disciplinary measures against individuals*

The following disciplinary measures may be imposed against individuals:

- a) warning,
- b) reprimand,
- c) fine,
- d) suspension for a definite number of matches or for a definite or indefinite period,
- e) suspension from carrying out a function for a definite number of matches or for a definite or indefinite period,
- f) ban on exercising any bandy-related activity.

#### *Article 15 Deferred sentence*

- 1) For playing, officiating and stadium bans according to Articles 13 and 14, the sanction can, under consideration of all relevant factors, be deferred partially.
- 2) In every case, half of the sanction must be served.
- 3) The probation period shall be for a minimum of one year and a maximum of five.
- 4) If a further offence is committed during the probationary period, the disciplinary body may order the original sanction to be executed, in addition to disciplinary sanctions for the second offence.

#### *Article 16 Confiscation*

The disciplinary bodies may order the confiscation of pecuniary benefits earned from the violation of FIB's rules and regulations.

#### *D. Fixing of Penalties*

#### *Article 17 General principles*

- 1) The disciplinary bodies determine the type and extent of the disciplinary measures to be imposed, according to the objective and subjective elements, under consideration of incriminating and exonerating factors.
- 2) The disciplinary measures enumerated in Articles 9 are standard penalties. In particular circumstances, they can either be scaled down or increased.
- 3) If the fallible party has committed several disciplinary offences, the disciplinary body assesses the sanction according to the most serious offence and increases it accordingly.

#### *Article 18 Recidivism*

- 1) Recidivism occurs if disciplinary measures have to be imposed within two years of a previous offence.
- 2) Recidivism counts as an aggravating circumstance.

## **PART TWO: DISCIPLINARY PROCEDURE**

### *A. Organisation and Competence*

#### ***Article 19 Organs for the Administration of Justice***

The Organs for the Administration of Justice are:

- the Disciplinary Committee
- the FIB Executive Committee (appeals)

#### ***Article 20 Appointment***

Chairman and members of the Disciplinary Committee are appointed by the FIB Executive Committee but may not belong to the Executive Committee.

#### ***Article 21 Composition***

- 1) The Disciplinary Committee is composed of a chairman and 2 other members. It elects a vice-chairmen from among its ranks.
- 2) The Disciplinary Committee is authorised to take a decision if at least 2 members are present. Decisions may be appealed to the Executive Committee within 3 days.
- 3) As an appeals body the Executive Committee takes decisions in the presence of 3 members. The decision is final.

#### ***Article 22 Independence***

The disciplinary bodies are independent. Their members are bound exclusively by FIB's rules and regulations.

#### ***Article 23 Abstention***

A member of an Organ for the Administration of Justice abstains if he himself, his association or a club belonging to that association is directly concerned. In case of doubt or dispute, the chairman or his nominee shall decide.

### *B. Parties*

#### ***Article 24 Parties***

- 1) The parties comprise:
  - a) FIB,
  - b) the accused or the individual/body directly concerned,
  - c) the individual/body entitled to protest and the opponent to the protest.

2) The individual/body directly concerned is the individual/body on whom/which the disciplinary measures have direct consequences.

#### *Article 25 Languages*

In written and oral proceedings, the parties shall use the English language.

### *C. General Provisions*

#### *Article 26 Convocation, hearing*

- 1) The disciplinary bodies are convened by the chairman.
- 2) The hearing takes place in the English language. A party needing a nonofficial language during a meeting has to request an interpreter at its own expense.
- 3) For the preservation of evidence, hearings will be taped and archived. Recordings will be destroyed after five years.

#### *Article 27 Administrative penalties*

- 1) Any participant whose conduct disrupts the orderly course of the proceedings can be reprimanded by the chairman with a reprimand, an administrative fine of up to USD 100, or be expelled from the meeting.
- 2) Administrative penalties apply exclusively to individuals. They are incontestable. Except in the case of reprimand, such penalties must be recorded, with statement of the reasons, in the decision.

#### *Article 28 Provisional measures*

- 1) The chairman of the Disciplinary Committee or his nominee is entitled to issue provisional measures if deemed necessary for the maintenance of orderly legal proceedings or sporting discipline. He/she is not obliged to hear the parties.
- 2) A provisional measure can apply for up to 30 days. The duration of any measure will be deducted from the final disciplinary sanction.
- 3) Provisional measures pronounced by the chairman of the Disciplinary Committee or his nominee can be appealed against. The appeal must be sent to the Executive Committee in writing, stating the reasons within three days of the notification of the contested measure. The President or his deputy will decide on such appeals as a judge sitting alone. The three-day deadline cannot be extended.

#### *Article 29 Office*

- 1) The FIB Administration organizes the office and the necessary staff at the disposal of the organs for the administration of justice at FIB's headquarters, and appoints a secretary to the organs.



2) The secretary is the administrator, and takes the minutes of meetings.

### ***Article 30 Representation***

1) Member Associations, clubs, players and officials can be represented.

2) Representatives must prove their authority by means of assigned power of attorney.

3) The Disciplinary Committee and the Executive Committee decides on issues of representation.

### ***Article 31 Time limits***

1) A time limit begins on the date after which a decision is announced in writing. It is considered respected if acted upon by 24.00 hours CET (Central European Time) on the deadline date.

2) If a time limit is not respected, the defaulter loses the right to the proceedings in question.

3) On receipt of a reasonable request, the chairman or in case of and appeal the President or his deputy can extend a time limit.

4) The present regulations define time limits which cannot be extended.

### ***Article 32 Majority and Secrecy***

1) The disciplinary bodies decide by a simple majority, with no abstentions. In the event of a tie in any vote, the chairman shall have the casting vote.

2) Members are bound to secrecy.

### ***Article 33 Publication***

The Administration may publish a decision. It decides in what form the decision will be published.

## *D. Investigations*

### ***Article 34 Scope***

1) FIB may appoint an individual to investigate violations of the FIB Statutes, regulations and decisions.

2) Such investigations are conducted by written inquiries and the examination of individuals. Other investigatory procedures can also be resorted to, such as expert

opinions, close inspections, documents and video clips.

3) FIB may appoint a member of the FIB staff to act as secretary to the investigation and shall take minutes of investigatory proceedings.

#### ***Article 35 Closing of investigations***

1) If FIB is of the view that no disciplinary offence has taken place, the investigation will be closed.

2) FIB issues a written decision to this effect.

#### ***Article 36 Reopening of investigations***

1) An investigation can be reopened if new evidence or facts emerge which imply a disciplinary offence.

2) The reopening of an investigation is decided by the individual appointed in accordance with Art. 34,1

#### ***E. Disciplinary Committee Proceedings***

#### ***Article 37 Instigation of proceedings***

1) The instigation of proceedings is announced in writing to the parties concerned, in particular:

- a) on the basis of official reports,
- b) if a protest has been lodged,
- c) for reported violations of FIB's Statutes, regulations and decisions,
- d) at the request of the FIB President or the FIB General Secretary.

2) If proceedings are instigated against individuals, the disciplinary office notifies the Member Association or club concerned, who are bound to inform the individual concerned in person. Notification is not necessary for expulsions from the field of play.

#### ***Article 38 Declaration of protest***

1) Member associations and their clubs are entitled to protest. The party protested against have party status.

2) Protest must reach the Disciplinary Committee in writing, stating the reasons, within 24 hours of a match.

3) The protest fee is USD 100. It must be paid at the same time as the protest is filed.

4) This 24-hour time limit cannot be extended. For the sake of the smooth running of a competition the corresponding competition regulations can shorten the protest deadline appropriately.

#### ***Article 39 Reasons for protest***

1) A protest is directed against the validity of a match result. It is based on a player's eligibility to play, a decisive breach of the regulations by the referee, or other incidents influencing the match.

2) Protests concerning the state of the field of play must be submitted to the referee in writing by the relevant official before the match. If the state of the field of play becomes questionable in the course of the match, the team captain must inform the referee, as well as the captain of the opposing team, orally without delay.

3) Protest cannot be lodged against factual decisions taken by the referee.

#### ***Article 40 Clarification, deliberations***

1) As a rule, the Disciplinary Committee clarifies the facts of the case in a summary manner, on the basis of the official reports. It can summon further evidence, provided that doing so will not delay the proceedings unduly.

2) Exceptionally, the Committee can hear the accused.

3) The Committee may deliberate and decide via telephone conference, videoconference or any other similar method.

#### ***Article 41 Decision***

1) The Disciplinary Committee decides on:

- a) the halting of proceedings,
- b) acquittals,
- c) convictions,
- d) the dismissal or acceptance of protests.

2) Those concerned are notified of decisions by the disciplinary office in writing. Disciplinary measures against individuals are communicated only to the Member Association or club concerned.

3) If measures are pronounced, the notification contains a brief summary of the grounds, as well as the verdict and notice of the right to appeal. The notification is issued by fax.

#### ***Article 42 Costs***

- 1) The costs of proceedings of the Disciplinary Committee are, as a rule, borne by FIB. In cases of protest, they are borne by the defeated party.
- 2) Costs caused abusively are charged to the party responsible.
- 3) The parties bare their own costs.

#### *F. Appeals Body Proceedings*

##### ***Article 43 Appeals***

The Executive Committee deals with appeals lodged against decisions of the Disciplinary Committee.

##### ***Article 44 Admissibility***

- 1) Appeals against decisions taken by the Disciplinary Committee are admissible, except in the case of:
  - a) a warning,
  - b) a reprimand,
  - c) a fine up to USD 1000,
  - d) suspension from carrying out a function for one competition match.
- 2) If the Disciplinary Committee combines measures, an appeal is admissible if one of the measures exceeds the above exceptions. In this case, the Executive Committee examines the overall measure.

##### ***Article 45 Power to appeal***

- 1) Those concerned and FIB have the power to appeal.
- 2) If a player, official or member of a Member Association or club is concerned, his Member Association or club alone cannot lodge an appeal, but must do so with the written consent of the individual concerned.

##### ***Article 46 Delaying effect***

- 1) An appeal has no delaying effect.
- 2) The chairman may, upon reasoned request, award a delaying effect on the appeal within the scope of the challenge, provided that such delaying effect does not appear inappropriate when taking all circumstances into account.
- 3) The request should be submitted together with the substantiated appeal statement at the latest.

##### ***Article 47 Deadlines/Fee***

1) Appeals must be lodged with the FIB Administration in writing, for the attention of the Executive Committee within three days of the dispatch of the contested decision. They must be substantiated in writing within a further six days of the appeal being lodged.

2) The appeals fee is USD 1000, payable on submission of the grounds of appeal the latest. FIB is exempt from this fee.

3) If these deadlines are not respected, the chairman will decide not to enter into the appeal. The deadlines stipulated in paragraph 1 above cannot be extended.

4) In urgent cases, the chairman can shorten the deadline for the submission of the grounds for appeal.

#### ***Article 48 Content of the pleadings***

The pleadings of the appeals contain:

- a) the legal request,
- b) an account of the facts,
- c) the evidence,
- d) legal conclusions.

#### ***Article 49 Reply to the appeal/Cross-appeal***

1) The chairman notifies the opposing party of the appeal. Replies to the appeal must be submitted within the deadline set by the chairman, which cannot be extended.

2) The reply to the appeal can include the declaration of a cross-appeal. The procedural regulations of the appeal apply to the cross-appeal.

3) The chairman sets a deadline by which time the appellant must reply to the cross-appeal. This deadline cannot be extended.

4) The cross-appeal is dropped if the appeal is retracted or declared inadmissible.

#### ***Article 50 Identical requests***

If the requests of the parties are identical, the Appeals Committee complies with the request, provided that it is not obviously inappropriate.

#### ***Article 51 Participation of the parties***

1) The chairman sets a date for the hearing without delay.

2) The parties attend the hearing until the verdict is discussed. The chairman may,

upon reasoned request, release a party from participation.

3) In the absence of one of the parties, the Executive Committee can also hold the hearing and take a decision.

#### *Article 52 Evidence*

1) The chairman takes evidence on relevant facts.

2) Evidence comprises:

- a) official reports,
- b) Disciplinary Committee records,
- c) examination of witnesses,
- d) examination of the parties,
- e) close inspection,
- f) requested records and documents,
- g) expert opinions,
- h) television and video recording

3) The Executive Committee can summon evidence.

4) The chairman decides in the preliminary proceedings on the examination of witnesses.

#### *Article 53 Witnesses*

1) All persons subject to FIB jurisdiction are obligated to comply with a summons to appear as witness.

2) An administrative penalty can be imposed on anyone failing to comply with a summons.

#### *Article 54 Consultation of dossiers*

The parties are entitled to examine the dossier or to order copies at their expense.

#### *Article 55 Hearings*

1) Appeals are dealt with in the form of hearings unless the Executive decides otherwise.

2) Each party is entitled to plead its case twice. The chairman decides on the sequence of the pleadings.

3) If the first party to plead waives its right to plead for a second time, the pleading process is terminated.

4) If appeals proceedings are adjudicated upon by a judge sitting alone, the chairman may dispense with a hearing.

#### ***Article 56 Deliberations***

The Executive Committee deliberates behind closed doors.

#### ***Article 57 Decision***

1) Within the framework of the appeal, the Appeals Committee examines the case both factually and legally.

2) The decision confirm, amends or lifts the contested decision.

3) If the accused is the only party to have filed an appeal or if the FIB appointed individual appeals in favour of the accused, the punishment cannot be increased.

4) If new disciplinary offences come to light while appellate proceedings are pending, they can be judged in the course of the same proceedings.

#### ***Article 58 Costs***

1) The costs of the proceedings include all expenses of the Appeals Committee. In accordance with the outcome of the proceedings, they are shared among the parties at fair discretion.

2) The Appeals fee is either offset or reimbursed.

3) Costs caused abusively are charged to the party responsible, irrespective of the outcome of the proceedings.

#### ***Article 59 Notification of the decision***

1) The chairman notifies the parties of the decision orally and with brief grounds. It is subsequently issued in writing.

2) In special cases, the verdict can be announced later in writing.

#### ***Article 60 Referral back to the Disciplinary Committee***

In the case of a fundamental mistrial the Executive Committee can lift the decision and refer the case back to the Disciplinary Committee for reassessment.

#### ***Article 61 Legal force***

Subject to the provisions regarding the Court of Arbitration for Sport (CAS) contained in the FIB Statutes, decisions of the Executive Committee are final and

become effective when announced.

#### *G. Reopening of proceedings*

##### ***Article 62 Reopening of proceedings***

- 1) If substantial, previously unknown facts or evidence comes to light, the disciplinary body can reopen proceedings closed by final and absolute decision.
- 2) Within two years of the decision in question becoming final, and within two weeks of the reasons coming to light, an application to reopen proceedings can be submitted by any party.
- 3) A decision on such an application will be taken by the disciplinary body which took the contested decision.

### **PART THREE: EXECUTION**

#### *A. General Provisions*

##### ***Article 63 Competence***

The FIB Administration executes the decisions of the disciplinary bodies. It may order the Member Association concerned to execute a final disciplinary decision.

##### ***Article 64 Competition categories***

Match suspensions refer to a certain category of competition, with a distinction made between FIB competitions for:

- a) club teams,
- b) national representative teams.

##### ***Article 65 Enforceability***

Disciplinary measures and directives are enforceable immediately, except for those of a final nature.

##### ***Article 66 Ordinary execution of suspensions***

- 1) Suspensions are served in the same competition, unless they apply to all FIB competition matches.
- 2) A team manager/coach who is suspended from carrying out his function may



follow the match, for which he is suspended from the stands only.

3) Suspensions imposed on a player/coach apply to both his capacity as a player and as a coach.

4) If a player who has been suspended for a minimum of three matches takes on the role of an official or manager/coach, any remaining part of the suspension shall be served in this new capacity, subject to the provisions of Article 71.

#### ***Article 67 Extraordinary execution of suspensions***

1) If a suspension cannot be served in accordance with Article 67 of the present regulations, it will be served in the next age category up.

2) A player who is suspended for a national-team competition match is not entitled to take part in an FIB match of the same category that takes place the day before, on the same day as, or the day after the match for which he is suspended.

3) A match suspension is regarded as no longer pending if a FIB competition match:  
a) is retroactively awarded by default,  
b) is abandoned before competition and not replayed.

4) In exceptional cases, the FIB Administration decides.

#### ***Article 68 Limitation***

1) Execution is barred:

- a) for exclusions from FIB competitions
  - 1. after five years for one-season exclusions,
  - 2. after eight years for two-season exclusions,
  - 3. after ten years for exclusions in excess of two seasons;
- b) for stadium bans and matches to be played behind closed doors
  - 1. after five years for measures including one or two matches,
  - 2. after eight years for measures including three or four matches,
  - 3. after ten years for measures in excess of four matches;
- c) for the suspension of individuals
  - 1. after three years for on-match suspensions,
  - 2. after six years for suspensions of two to six matches,
  - 3. after eight years for suspensions in excess of six matches;
- d) after five years for all other disciplinary measures.

2) The limitation on execution begins on 1 August after the season in which the disciplinary measure was imposed. The time limit comprises a definite number of years, calculated according to the FIB season, i.e. from 1 August of one year up to 31 July of the following year.

#### ***Article 69 Guarantee of enforcement***

Member associations are jointly liable for fines and the collection of pecuniary benefits and procedural costs imposed on their clubs or on players, officials or members of clubs. This joint liability requires a directive to be issued in accordance with Article 55 of the FIB Statutes in conjunction with Article 12 of the present regulations.

### *B. Special Provisions*

#### **Article 70** *Adoption of disciplinary measures*

- 1) On request, disciplinary measures imposed by *FIB* or a Member Association can be adopted and thereby applied, notably in cases of:
  - a) doping offences, match-fixing, bribery or similar breaches of the rules of *bandy*;
  - b) serious offences on the part of players or officials, particularly acts of violence against referees;
  - c) crowd disturbances, serious breaches of safety/security.
- 2) Requests to this effect must be submitted to *FIB* in writing with the relevant documents.
- 3) A request to this effect will be accepted if the decision of the Member Association observes elementary legal principles and is in harmony with *FIB*'s regulations.
- 4) On completion of national-team competitions, suspensions from playing or carrying out a function will automatically be carried forward to the next *FIB* competition, subject to Article 19 of the present regulations.

## **COMPLEMENTARY AND FINAL PROVISIONS**

#### **Article 71** *Equal treatment of men and women*

The use of the masculine form in these regulations refers also to the feminine.

#### **Article 72** *Effective date*

These regulations come into force on 1 January 2023.

#### **Article 73** *Transitional provisions*

Disciplinary offences committed before these regulations came into force will be subject to the previous regulations.