

PART 4

TRAINING REGULATIONS

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1. Background

- 1.1 These regulations form part of the Association's Regulations and are referred to as the Training Regulations, known as Part 4.
- 1.2 The Training Regulations (as amended by the Association from time to time) introduce the PGA Training Programme for an Applicant prior to acceptance by the Association, during Registration and prior to applying for membership of The Professional Golfers' Association Limited.
- 1.3 These Training Regulations are binding on all Trainees and their Training Professionals.
- 1.4 Definitions of terms used in these Training Regulations can be found at the end of this document (or in the Terms of Reference of the Regulations).
- 1.5 These regulations are applicable for a person whether they are studying on a fulltime or part-time Education Programme.
- 1.6 Unless otherwise specified, words importing the singular number shall include the plural number and words importing the masculine gender shall include the feminine gender.

2. Eligibility for Consideration for the PGA Training Programme (Part Time Education Programmes)

- 2.1 Unless exempted under the Constitution and Regulations or elsewhere in these Training Regulations, anyone who wishes to apply for the PGA Training Programme must, at the time of application:
 - 2.1.1 all applicants must meet the handicap requirements as set by the executive committee from time to time and published by the training department each year.
 - 2.1.2 have a level of academic achievement that meets the requirements of the education element of the PGA Training Programme in accordance with the Education Partner. The current minimum acceptable qualifications are always detailed on the PGA website www.pga.info. Applicants with the best academic qualifications may be given priority.
 - 2.1.3 normally be at least 18 years of age at their commencement on the PGA Training Programme; and
 - 2.1.4 have and maintain access to the internet and use the appropriate email address provided by the Education Partner.
- 2.2 Anyone meeting the pre-conditions set out in paragraph 2.1 may apply to the Training Academy to be considered for acceptance onto the PGA Training Programme by completing and submitting to the Training Academy the Training Programme Application Form plus accompanying documentation.
- 2.3 Any acceptance of an Applicant by the Training Academy shall be conditional on the Applicant successfully completing the Introduction Day at the commencement of the PGA Training Programme. An Applicant is required to submit the relevant documentation which demonstrates their handicap and evidence that their handicap has been maintained for a period of time, usually the previous twelve months.

- 2.4 A person not meeting the playing criteria on application for the specific Education Programme they have applied for may study on another Education Programme if they are accepted onto that programme; they will not be classed as a Trainee, they will remain as an amateur and will be required to meet the playing criteria before they become a Trainee and relinquish their amateur status, coach, apply for membership of the Association and access PGA benefits.
- 2.5 A person applying for an Education Programme offered by an Education Partner may start that programme but if the Applicant wishes to become a Trainee during that programme, they will be required to meet all Association requirements before they relinquish their amateur status, coach, apply for membership of the Association and access PGA benefits.
- 2.6 On entry to any Education Programme, all Applicants should undergo a DBS (Disclosure and Barring Service), Disclosure Scotland, Access NI or Garda Vetting check which must be renewed on expiry. All disclosure checks shall be administered by the Association.

3 Eligibility for Consideration for the PGA Training Programme (Full Time Education Programmes)

- 3.1 A person applying for a full-time Education Programme offered by an Education Partner may start that programme but if the Applicant wishes to become a Trainee during that programme, they will be required to meet all Association requirements before they relinquish their amateur status, coach, apply for membership of the Association and access PGA benefits.
- 3.2 A person wishing to apply for a full time Education Programme with an Education Partner will submit an application directly to the Education Partner and if successful will have the opportunity on completion of the full time Education Programme and subject to meeting the Association's required elements to make an application for membership to the Association.

4 Responsibilities of the Training Professional

- 4.1 The Training Professional shall be responsible for the completion of all training required to be conducted at the Facility and shall take full responsibility for the training of the Trainee during registration.
- 4.2 Failure to comply with any of these requirements and any contracted obligations in relation to the employment of Trainees may result in the removal of the Training Professional's status and/or a breach of the Code of Ethics and the imposition of a fine or other penalty.
- 4.3 Where the Training Professional directly employs a Trainee the Training Professional must enter into a permanent contract of employment with the Trainee and be legally obliged to maintain employer's liability insurance.
- 4.4 Additional responsibilities of the Training Professional, Trainee and the Training Academy are provided in the members' area of the PGA website (www.pga.info).

5 Registration

- 5.1 No person may commence or participate in the PGA Training Programme without being registered with the Training Academy ("Registration").

- 5.2 In order to be accepted for Registration, Applicants must demonstrate their employment at a golf facility under the direction and supervision of a Training Professional. The Training Professional must be employed, retained, or attached at the same facility as the Trainee, and the facility must be the Training Professionals primary place of work. The Applicant may be employed solely by the Training Professional or by the facility where the Training Professional is employed or working. Where the Training Professional directly employs the Applicant the Training Professional will ensure that the points in section 4 (Responsibilities of the Training Professional) are met. Where a Training Professional does not directly employ the Applicant, they will ensure that the additional roles and responsibilities in 4.4 are met. A copy of the Contract Declaration Form (declaration of existence of employment contract) which is current at that time must be submitted to the Training Academy, signed by the Trainee's Training Professional and the Trainee, and accompanied by the appropriate subscription fee, enrolment form and photo form.
- 5.3 Registration shall continue until such time as a Trainee has successfully completed the PGA Training Programme and has either been elected or rejected as a Member or until the Association has cancelled his Registration.
- 5.4 The Executive Director of Education shall retain the full right to accept or reject applications for Registration, following consultation with an Education Partner (if required).

6 Members of other Professional Golfers' Associations

- 6.1 If a qualified Member of an Association recognised overseas PGA, which does not have a reciprocal recognition arrangement, intends to be a Member (and the Association does not recognise their qualification) the candidate may be exempted from some elements of the PGA Training Programme if they:
- 6.1.1 provide suitable evidence of being a fully qualified Member of an Association recognised overseas PGA for a minimum of 2 years; and
- 6.1.2 is currently engaged in bona fide employment in golf and be resident and working in the UK (with a valid and appropriate visa (if required)).

7 Tournament Trainees

- 7.1 If a Member of the European Tour or other equivalent level professional tour recognised by the Association intends to be a Member they may qualify as a Tournament Trainee and be exempt from some of the requirements of these Regulations.
- 7.2 To be eligible for Registration as a Tournament Trainee a person must:
- 7.2.1 within the 7 years prior to application have held a European Tour (or other equivalent Association recognised tour) playing card for a minimum period of 3 years consecutively or otherwise.
- 7.2.2 pay the appropriate fee for Registration and the Education Programme.
- 7.2.3 complete the official form provided by the Association which must be signed by the Training Professional who will be responsible for supervising the Tournament Trainee's training; and
- 7.2.4 attend an Introduction Day.

- 7.3 If the application is approved, the Tournament Trainee will need to specify which Education Programme they wish to study on (three years or six years).
- 7.4 The Tournament Trainee will be required to pay the current fee for the PGA Training Programme and will be expected to complete all elements of the programme.
- 7.5 During their time on the Training Programme a Tournament Trainee shall not be permitted to play in Association-approved Trainees' tournaments and is exempt from the playing requirements in 23.1.5 below.

8 The Training Period

- 8.1 The Training Period will commence on the date notified to the Trainee by the Training Academy, and end:
 - 8.1.1 when the Trainee has successfully completed all elements of the PGA Training Programme; or
 - 8.1.2 if a Trainee's Registration is cancelled for whatever reason, on the date of cancellation; or
 - 8.1.3 twelve months after the completion of the Education Programme element of the PGA Training Programme, unless extended at the discretion of the Executive Director of Education in agreement with the Chief Executive.
- 8.2 Applicants who enter Registration in advance of commencement of the Training Period will be allocated a place on the PGA Training Programme for the following academic year subject to places being available (as determined by the Training Academy). Registration will be withdrawn if the place is not taken up by the Applicant the following year.

9 Permissions and Restrictions on Activities of Trainees

- 9.1 A Trainee is only allowed to teach golf in accordance with the following rules:
 - 9.1.1 following successful completion of the ASQ Level 1 Coaching Course, the Trainee shall be permitted to coach under the supervision of the Training Professional.
 - 9.1.2 from the commencement of the ASQ Level 2 Coaching Course the Trainee may develop a coaching programme individually with the Training Professional, at the Training Professional's sole discretion: and
 - 9.1.3 the Trainee must maintain a valid safeguarding and protecting children certificate and appropriate disclosure check and shall not be entitled to teach juniors until the relevant course or application has been satisfactorily completed.
- 9.2 A Trainee must work substantially all of their time under the supervision of a Training Professional.
- 9.3 A Trainee is allowed to play in Association approved tournaments for which they are eligible.
- 9.4 A Trainee is forbidden to organise courtesy rounds and must ensure that all such rounds are organised by their Training Professional observing the guidelines set out in Part 5, paragraph 2 of the Constitution and Regulations.

- 9.5 A Trainee may not stand for election to, nor sit on, any National, Regional or County Committee of the Association, or make any nomination for any such committee.
- 9.6 A Trainee cannot propose or second applications for election to Membership or Registration nor vote at Annual General Meetings or Extraordinary General Meetings of the Association.
- 9.7 A Trainee is not allowed to wear the Association's badge or portray themselves in any other way as a Member and may only use the names "The Professional Golfers' Association" or "PGA" in connection with their Trainee status.
- 9.8 A Trainee may receive the Association's publications and employment circulars.
- 9.9 A Trainee is subject to the Code of Ethics (including its disciplinary procedures) and Tournament Regulations of the Constitution and Regulations as though they were a Member.
- 9.10 A Trainee is able to participate in member education activities. Recognition as a result of these activities will be taken into account when the Trainee is eligible for Class AA status.
- 9.11 Once a Trainee has reached the designation of T4(P) and completed all their playing requirements, they will not be permitted to play in any further tournaments until their designation becomes that of a T4(AE).
- 9.12 Once a Trainee has completed all elements of the PGA Training Programme and reaches the designation T4(AE) they will not be entitled to play in Trainees' Tournaments.

10 Cancellation of Registration and Re-Registration

- 10.1 A Trainee ceasing for any reason to be employed in accordance with paragraph 5.2 of these Training Regulations must notify the Training Academy immediately of their change of circumstances and will have a period of 3 months in which to satisfy the employment requirements of paragraph 5.2 and notify the Training Academy of their new employment details, during which time their Registration will remain in place and the Trainee may continue the PGA Training Programme.
- 10.2 The Training Academy shall be entitled to use its discretion in applying the provisions of paragraph 10.1: in particular, the Training Academy may not allow a Trainee to recommence the PGA Training Programme after a period of unemployment where the Trainee has spent a proportion of their time whilst unemployed playing on a professional golf tour.
- 10.3 If at the end of the 3-month period referred to in paragraph 10.1 the Trainee has not notified the Training Academy of their new employment; the Trainee's Registration shall be cancelled.
- 10.4 It is the joint responsibility of the Trainee and the Training Professional to inform the Association in writing and as soon as reasonably practicable if there is any material change in the employment relationship (including without limitation, the cessation of such relationship, anything that affects or is likely to affect the day-today supervision of the Trainee by the Training Professional or the location at which the Trainee's regular employment takes place). The failure by either party to

do so may result in the imposition of a disciplinary sanction on either or both parties by the Association.

- 10.5 If during the 6 months following cancellation of a Trainee's Registration under paragraph 10.3, the Trainee secures new employment which satisfies the provisions of paragraph 5.2, the Trainee may apply to the Training Academy for re-registration. If the Training Academy accepts the application, the Trainee's Registration shall be renewed and they shall be entitled to recommence the PGA Training Programme at the same point when Registration was cancelled, and the Training Period shall resume.
- 10.6 If during the period of 2 years following the cancellation of a Trainee's Registration under paragraph 10.3, the Trainee secures new employment which satisfies the provisions of paragraph 5.2, they may apply to the Training Academy for re-registration. If the Training Academy accepts the application, the Trainee's Registration shall be renewed, and they shall be entitled to recommence the PGA Training Programme (at such stage to be determined by the Training Academy and based on progression of the Education Programme and the regulations of the Education Partner).
- 10.7 The Association may cancel the Trainee's Registration at any time if the Trainee ceases to be eligible (for whatever reason) for the PGA Training Programme or the Trainee ceases to be in training for the PGA Training Programme for any other reason.
- 10.8 On cancellation of Registration, a Trainee will cease to be eligible for the PGA Training Programme (including the Education Programme) and must immediately return their Trainee membership card to the Training Academy. The Training Academy shall be entitled to use its discretion when applying the provisions of this paragraph and may in certain circumstances permit the Trainee to continue with their training to the end of the training year.
- 10.9 If a Trainee's Registration is cancelled for whatever reason and the Trainee fails to re-register and recommence the PGA Training Programme within 2 years of such cancellation, the Training Academy shall be entitled, at its absolute discretion (and based on the regulations of the Education Partner), to determine at what stage the Trainee shall be permitted to re-join or recommence the PGA Training Programme.

11 Training and Examination

- 11.1 All matters of Training shall be the responsibility of the Training Academy, subject to the ultimate approval of the Executive Committee. The Training Academy will provide to the Trainee appropriate tuition in accordance with the PGA Training Programme at its discretion and shall review training methods from time to time and prepare for circulation to Training Professionals and Trainees any instructional information it considers necessary.

12 Attendance and Submission of Work

- 12.1 During the PGA Training Programme Trainees must:
 - 12.1.1 fully attend and satisfactorily complete all residential and other training courses as may be specified in the PGA Training Programme curriculum from time to time.
 - 12.1.2 submit all course work on time to the standard required by the Training Academy and the Education Programme being undertaken; and

- 12.1.3 subject to the provisions of paragraph 14.1 (Re-sit assessments), pass all modules required by the PGA Training Programme and the Education Programme being undertaken.
- 12.2 Attendance by a Trainee on all courses is compulsory, and failure to attend a course may result in the Trainee's Registration being cancelled.
- 12.3 A Trainee who fails to meet any deadline set for the submission of work in any academic year will receive penalties or deductions in accordance with the relevant code of practice of the Education Partner. Any work not submitted shall be deemed as a forfeited attempt for that piece of work.
- 12.4 A Trainee who persistently fails to produce work or pay fines levied may be subject to disciplinary action and may have their Registration cancelled, including removal from the PGA Training Programme and the Education Programme.

13 Examinations

- 13.1 The Training Academy shall set two dates in each year of study for the main and re-sit period according to the requirements of the Education Programme and in accordance with the code of practice of the Education Partner.
- 13.2 Attendance of exams is compulsory and is required to allow progression in the Education Programme and any Association required elements. If a Trainee fails to attend any examination, they shall be deemed to have forfeited that examination.
- 13.3 If an Trainee fails to pass any 'module' (including any examination or assessment forming part of that module, the failure of which, whether alone or in combination, results in the failure of the module as determined by the Training Academy) for the PGA Training Programme, subject to a successful re-sit (paragraph 14) or appeal (paragraphs 15, 16 or 17), the Trainee shall have failed to meet the requirements of the PGA Training Programme.

14 Re-sit Assessments

- 14.1 A Trainee who fails to pass any module (including any examination or assessment forming part of that module, the failure of which, whether alone or in combination, results in the failure of the module as determined by the Training Academy) for the PGA Training Programme, shall be required to re-sit that module (or the relevant part(s) of it). The opportunity for the Trainee to have a further re-sit (second re-sit) will be determined by the code of practice of the Education Partner. Trainees should ensure that they are fully aware of the regulations and codes of practice of their Education Programme via the appropriate Student Handbook provided.
- 14.2 Between failing a module and re-sitting that module (or the relevant part(s) of it), the Training Academy reserves the right to remove or suspend the Trainee's playing privileges.

15 Extenuating or Mitigating Circumstances

- 15.1 If a Trainee has reason for poor performance, late or non-submission of work or failure to attend examinations they may apply for extenuating or mitigating circumstances in accordance with the code of practice of the Education Partner.
- 15.2 A Trainee will be provided with the relevant information to apply via the appropriate code of practice of the Education Partner for any attendance exemption that may be required.

16 Appeals Procedure for Education Programme and PGA Required Elements

- 16.1 The appeal process for the Education Programme being studied will follow the code of practice for the appropriate Education Partner. Details of the process will be made available to a Trainee through the relevant code of practice for their Education Partner. In such instances, the decision of the Education Partner shall be final and binding upon the Trainee, unless otherwise notified by the Training Academy. Unless otherwise stated appeal submissions are made directly to the relevant Education Partner.
- 16.2 The appeal process for any Association elements that are required for the Training Programme should include:
 - 16.2.1 a submission in writing and be received by the Training Academy within 28 days of the date of the notification of the mark awarded.
 - 16.2.2 acknowledgment from the Training Academy to confirm receipt of the written appeal and that it has been forward to the Head of Department (Coaching or Business). The acknowledgement of receipt will notify the Trainee when the appeal will be considered and the date when a response will be issued.
 - 16.2.3 the Head of Department (Coaching or Business) will issue the response according to the timeframe provided in the notification of receipt; and
 - 16.2.4 if a Trainee does not accept the decision made, they have the right to appeal the decision under paragraph 17.1.

17 Challenge of Appeal Decision - PGA Required Elements

- 17.1 Where a decision is made by the Training Academy under any part of these Regulations which a Trainee wishes to challenge (and which is not dealt with under paragraph 16.1 above), the following procedure shall apply:
 - 17.1.1 any application for a challenge of an appeal decision shall be sent, in full and in writing, to the Head of the Training Programme and must be received not later than 21 days after the communication to the Trainee of the decision which the Trainee wishes to appeal.
 - 17.1.2 the Trainee may present their case in person at their own expense and explain in detail the basis for the appeal.
 - 17.1.3 appeals shall be referred to the Training Academy Appeal Committee of the Association; consisting of the Executive Director of Education, the Head of the Training Programme and a minimum of two additional members of the academic staff, who were not party to the original decision which is being appealed. The Trainee shall be informed in advance of the time and date of the hearing if they are to attend. The Trainee may be accompanied, but not represented, by a third party.
 - 17.1.4 the Training Academy shall be provided with a copy of the Trainee's application for appeal prior to the hearing.
 - 17.1.5 the Appeal Committee shall base its decision on the evidence contained in the Trainee's submission and the testimony of the relevant member(s) of the Training Academy, together with any further evidence, whether oral or written, which it considers relevant.

- 17.1.6 the decision (without reasons) of the Training Academy Appeal Committee shall be notified in writing to the Trainee as soon as possible but in any event not more than 14 days after the hearing.
- 17.1.7 the decision of the Training Academy Appeal Committee shall be final, and the matter shall therefore be regarded as closed. There shall be no discussion of the decision of the Training Academy Appeal Committee with the Trainee or any other person; and
- 17.1.8 where appropriate the Chair of the Appeal Committee shall arrange for the necessary steps to be taken within the Association to implement the substance of the decision made on appeal.

18 Records

- 18.1 Records of each Trainee's progress on the PGA Training Programme will be kept at the Training Academy.

19 Conduct of Trainees on the PGA Training Programme (Including Residential Courses)

- 19.1 Notwithstanding the provisions of paragraph 9.9 above, a Trainee shall at all times ensure that the name "The Professional Golfers' Association" is and shall remain a hallmark of service, honesty, fair dealings, and courtesy. A Trainee shall at all times, both on and off the golf course, conduct and present them self in a manner which reflects favourably on the game of golf, upon Members and fellow Trainees and upon the Association. If a Trainee fails to conduct them self in accordance with these principles or does anything to injure or discredit the reputation of the Association, its Members, or fellow Trainees, then such Trainee shall be liable to disciplinary action and may be required to attend a National Disciplinary Committee meeting where the committee may impose an appropriate disciplinary sanction.

20 Fines

- 20.1 Any fines levied on Trainees unless otherwise specified and except fines levied in respect of a breach of the Code of Ethics shall be one-half of the fines specified in the Constitution and Regulations to be levied upon Members.

21 Failure to complete the PGA Training Programme

- 21.1 Failure by a Trainee to meet the requirements of the Education Programme according to the code of practice of the relevant Education Partner or any additional requirements of the PGA Training Programme a Trainee shall be suspended from the programme. Removal from the PGA Training Programme can only be made by the Chief Executive following consultation with the Training Academy and in conjunction with the National Membership Committee save that the Chief Executive may at his absolute discretion waive the requirements of paragraph 23.1.1 in circumstances where the Trainee has made significant effort and progress in relation to the Education Programme.

22 Suspension/Termination

In addition to the Association's rights to suspend or expel set out in paragraph 6 in Part 2 of the Membership Regulations, in the event that an Trainee commits any serious breach of the Code of Ethics as set out in Part 5 of these Regulations the National Disciplinary Committee may at its absolute discretion and without

prejudice to any other rights or remedies that it might be entitled to exercise on behalf of the Association, suspend or expel that Trainee from Registration with the Association.

23 Election to Membership

23.1 To be elected to membership and Trainee must:

23.1.1 have satisfactorily completed the Education Programme as awarded by the Education Partner and all additional PGA required elements.

23.1.2 have an Association recognised valid safeguarding and protecting children certificate.

23.1.3 have an appropriate Disclosure and Barring Service (DBS) check, Disclosure Scotland, Garda Vetting or Access NI check.

23.1.5 have fulfilled the playing requirements that were in place at the commencement of the PGA Training Programme.

23.1.6 have been updated to the status of T4(AE); and

23.1.7 have no unpaid or outstanding fines against them.

23.2 A Trainee (including Tournament Trainees) must make their election application on the official form available from the Training Academy within three months of the Trainee being notified of successfully completing the PGA Training Programme unless determined otherwise by the National Membership Committee. Failure to make such an election application within the three months, without satisfactory justification may (at the Association's sole discretion) result in immediate suspension or cancellation of the Trainee's Registration and the rights associated with Registration.

23.3 The Association will consider each application for membership fairly, objectively and without discrimination, however, the Executive Committee shall have full discretion to accept or reject such applications.

23.4 A Trainee shall not be entitled to apply for employment as a PGA Professional until such time as they have received notification from the Training Academy that they have been updated to the status of T4(AE). The Association will confirm the Trainee's successful election to membership and until this is issued a Trainee cannot take employment as a PGA Professional. A Trainee shall inform prospective employers that any acceptance of an offer of employment as a PGA Professional shall be conditional upon their successful election to membership. Failure to comply with the provisions of this paragraph (23.4) shall be a disciplinary offence and may result in a fine and/or other disciplinary action being taken by the Association.

23.5 A successful Trainee will become a Member when the appropriate committee has issued confirmation of their election and the outstanding balance of subscription for the relevant year has been paid to the Association's National Headquarters. On becoming a Member, the former Trainee will be eligible to gain Accredited status. As soon as the former Trainee submits a CPD journal for the current CPD year that meets or exceeds The PGA CPD Standards, they will be eligible to join the Accredited Register. In all cases the award of Accredited status shall be subject to the requirements of eligibility in paragraph 3.1 of Part 2 of these Regulations.

Note: If a Trainee based at an overseas Training Establishment is denied adequate local playing opportunities to satisfy the requirements of paragraph 23.1.5 of this Part 4, they may be exempt from this condition. This shall always be subject to the Training Academy's prior written approval, which may be withheld at its absolute discretion or made subject to those conditions which it considers appropriate.

24 Definitions

"Academic Year" means an academic year of the relevant PGA Training Programme, commencing on a date as specified by the Training Academy from time to time.

"Applicant/s" means any person who applies for the PGA Training Programme.

"ASQ Level 1 Coaching Course" shall mean the coaching programme for Level 1 Coaches approved by the Training Academy at that time.

"ASQ Level 2 Coaching Course" shall mean the coaching programme for Level 2 Coaches approved by the Training Academy at that time.

"Trainee" means any person who accepts an offer by the Training Academy onto, and commences, the PGA Training Programme including (except where the context otherwise requires) a Tournament Trainee.

"Association" means The Professional Golfers' Association Limited; "CONGU" means the Council of National Golf Unions.

"Constitution" means the Articles of Association of the Association as amended from time to time.

"Contract Declaration Form" means the form issued by the Training Academy requiring the Training Professional and the Trainee to confirm that a contract of employment has been entered into by an employer and a Trainee.

"Education Partner" means a body or organisation which the PGA has a collaborative partnership with, such as a third-party institution.

"Education Programme" means the programme of study a person applies for and which is usually awarded by a third-party institution.

"Executive Director of Education" means the Executive Director of Education as appointed by the Board from time to time.

"Executive Committee" means the Executive Committee of the Association.

"Facility" means any location at which a PGA Professional carries on an activity relevant to Golf.

"Introduction Day" for assessment of the suitability of Applicants.

"Member" means a Member of the PGA.

"National Membership Committee" means the National Disciplinary Committee of the Association (as defined in Part 5 of these Regulations) acting in relation to membership issues.

"PGA Training Programme" means the Association's approved training programme, comprising a vocational and academic programme of training and assessment regulated and approved by the Association (whether provided by the Association itself or by a third-party institution) and aimed at ensuring that Trainees have attained the

appropriate levels of skills and knowledge in all aspects relevant to the golfing profession to practice as a PGA Professional; Trainees will be bound by the requirements of the PGA Training Programme as published at the commencement of their Training.

"Registration" shall have the meaning given to it in paragraph 5.

"Regulations" means the rules and regulations of the Association as determined by the Board from time to time.

"Tournament Trainee" shall have the meaning given to it in paragraph 7; "Training Academy" means the Association's Training Academy.

"Training Period" means the period the Trainee spends in training for the PGA Training Programmes.

"Training Professional" means a Member holding current Class AA or A Professional status.

"Training Programme Application Form" means the application form for Applicants as published by the Association from time to time.