



Case Study – Professional Football player Settlement Agreement

What should a Club and Player do when faced with a breakdown of the relationship between the two parties, or both parties wish to mutually go their own ways but a contract is still in place between the two parties?

Where a professional player is under contract with the club, on termination of such a contract, compensation shall be payable.

How can the Club protect itself from potential claims from the Player, and how can the Player protect themselves to ensure they are receiving what they are entitled to under the Employment Contract?

In such a scenario, either party may approach each other on a protected conversation basis and make a settlement offer for the early termination of the contract and once a settlement package is agreed, both parties enter into a settlement agreement to protect the settlement that has been reached.

The scenario may be that a Player is no longer in the Manager's plans, or the relationship has broken down between the Club and Player, but there has been no breach of contract, or the Player is not in the Manager's plans and seeks to be released from his contract early in order to find himself a new Club.

Associate, Ben Mason, acted for a professional Premier League footballer who had been informed by a specialist he could no longer play football again due to a medical condition. The Player still had six months to run on his Employment Contract with the Premier League Club, and it was therefore negotiated between the Club and the Player that his Contract be terminated immediately and he be compensated for the remainder of the six months. Ben Mason assisted with the negotiations, on behalf of the Player, but has also done so for the Club in other circumstances, and advised the Player on the terms of the settlement agreement and ensured that the Player could leave the Club immediately, but be paid compensation for the rest of the contractual term.

Following negotiations, a settlement sum was reached in excess of £170,000, and the Player was able to be released from his contract early, and the Club was able to bring other Players in to the squad in January as a result of the deal struck.

*If you have a Player that you wish to begin early termination discussions with, or are a Player who has been made an offer to terminate his employment early or wishes to put forward such an offer, then contact **Ben Mason** on **01743 294129** or email ben.mason@aaronandpartners.com*

