

CAYMAN ISLANDS FOOTBALL ASSOCIATION

POLICY ON MINIMUM REQUIREMENTS FOR PROFESSIONAL PLAYER CONTRACTS



Cayman Islands Football Association (CIFA) **Minimum Requirements for Professional Player Contracts** based on FIFA's *Professional Football Players' Contract Minimum Requirements* (Circular 1171) and the FIFA Regulations on the Status and Transfer of Players (RSTP).

Effective Date: 9 September 2026

Approved By: CIFA Executive Committee

Review Cycle: Every Three (3) Years or as Required by FIFA Regulations

1. PURPOSE

The Cayman Islands Football Association ("CIFA") is committed to promoting professionalism, contractual stability, transparency, and the protection of the rights and obligations of clubs and players.

This Policy establishes the minimum mandatory requirements applicable to all professional player employment contracts registered with CIFA and shall be interpreted in accordance with:

1. The FIFA Statutes;
2. The FIFA Regulations on the Status and Transfer of Players (RSTP);
3. Applicable CONCACAF regulations;
4. The CIFA Statutes and Regulations; and
5. The laws of the Cayman Islands.

2. OBJECTIVES

The objectives of this Policy are to:

1. Ensure that all professional player contracts meet minimum international football standards.
2. Protect the legal and sporting rights of players and clubs.
3. Promote contractual certainty and financial transparency.
4. Prevent contractual disputes and improper employment practices.
5. Ensure compliance with FIFA regulatory requirements governing professional football employment relationships.

3. APPLICATION

This Policy applies to:

1. All professional football clubs affiliated with CIFA;
2. All professional players registered with CIFA;
3. All employment contracts submitted to CIFA for registration; and
4. Any amendments, extensions, renewals, or supplemental agreements associated with a professional player contract.

No professional player contract shall be registered unless it complies with this Policy.

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4. DEFINITIONS

For the purpose of this Policy:

"Club" Means a football club affiliated with CIFA and authorized to register players in accordance with CIFA regulations.

"Professional Player" Means a player who has a written contract with a club and is paid more for footballing activity than the expenses he/she effectively incurs.

"Contract" Means a written employment agreement between a professional player and a club.

"Minor" Means a player under eighteen (18) years of age.



5. CONTRACT FORM REQUIREMENTS

5.1 Written Agreement

Every professional player contract shall:

1. Be in writing;
2. Be executed prior to player registration;
3. Be signed by the player and the authorized representative of the club; and
4. State the place and date of execution.

5.2 Minors

Where a player is a Minor:

1. A parent or legal guardian shall sign the contract;
2. The parent or guardian's details shall be clearly recorded in the contract; and
3. The contract must comply with all applicable FIFA and Cayman Islands legal requirements concerning minors.

5.3 Contract Copies

The following parties shall receive copies of the executed contract:

1. The player;
2. The club; and
3. CIFA for registration and record purposes.

6. IDENTIFICATION OF THE PARTIES

Every contract shall contain the following information:

6.1 Player Information

1. Full legal name;
2. Date of birth;
3. Nationality or nationalities;
4. Residential address;
5. Passport or national identification number.

6.2 Club Information

1. Registered legal name of the club;
2. Registration number;
3. Registered business address;
4. Name and title of authorized signatory;
5. Contact information of the club.



7. DURATION OF CONTRACT

7.1 Fixed Term

Each contract shall specify:

1. The commencement date; and
2. The expiry date.

7.2 Contract Extensions

Any option to extend a contract shall:

1. Be clearly documented;
2. State the conditions under which the option may be exercised; and
3. Respect applicable FIFA regulations concerning contractual stability and fairness.

7.3 Registration

1. No contract shall become effective for football regulatory purposes until it is duly registered with CIFA.

8. REMUNERATION

8.1 Mandatory Financial Terms

Every contract shall clearly specify:

1. The player's salary;
2. Method of payment;
3. Frequency of payment;
4. Currency of payment; and
5. Payment due dates.

8.2 Bonuses and Incentives

Any bonus structure shall be clearly defined, including:

1. Match appearance bonuses;
2. Performance bonuses;
3. Competition bonuses; and
4. Any other incentive payments.

8.3 Benefits

The contract shall identify any additional benefits, including:

1. Housing;
2. Transportation;
3. Health insurance;
4. Educational benefits;

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5. Pension;
6. Relocation assistance; and
7. Other agreed allowances.



8.4 Financial Transparency

1. All payments shall be supported by written financial records maintained by the club and made available to CIFA upon request.

9. CLUB OBLIGATIONS

Every club shall:

1. Pay all contractual remuneration in full and on time;
2. Register the player in accordance with applicable regulations;
3. Provide a safe and professional working environment;
4. Provide appropriate medical access and treatment for football-related injuries;
5. Respect the player's rights under applicable employment and football regulations;
6. Maintain adequate insurance coverage where required by law or competition regulations; and
7. Refrain from any discriminatory practices.

10. PLAYER OBLIGATIONS

Every player shall:

1. a. Attend training sessions and matches as required;
2. b. Maintain a level of fitness appropriate for professional football;
3. c. Observe club rules and regulations;
4. d. Comply with CIFA, CFU, CONCACAF, and FIFA regulations;
5. e. Refrain from conduct that may damage the reputation of the club, CIFA, or the game of football; and
6. f. Comply with all anti-doping, integrity, anti-match manipulation, and betting regulations.

11. PLAYER WELFARE

Clubs shall ensure reasonable provisions relating to:

1. Medical leave;
2. Injury rehabilitation;
3. Approved annual leave periods;
4. Family emergencies; and
5. Safeguarding and welfare protections.

Player welfare shall remain a fundamental principle of all employment relationships governed by this Policy.

12. DISCIPLINARY MATTERS

12.1 General Principle

Disciplinary sanctions shall:

1. Be proportionate;
2. Be reasonable;

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3. Be supported by evidence; and
4. Respect principles of procedural fairness.



12.2 Fines and Financial Penalties

Any disciplinary fine must:

1. Be expressly authorized by club regulations;
2. Be consistent with Cayman Islands law; and
3. Be communicated in writing to the player.

13. TERMINATION OF CONTRACTS

13.1 Mutual Termination

1. A contract may be terminated by written mutual agreement between the parties.

13.2 Termination with Just Cause

1. Either party may terminate a contract where just cause exists as recognized by FIFA regulations and applicable law.

13.3 Consequences of Termination

The contract shall address:

1. Settlement of outstanding remuneration;
2. Return of club property;
3. Notice requirements; and
4. Any other obligations arising upon termination.

14. DISPUTE RESOLUTION

Any dispute arising under a professional player contract shall be resolved in accordance with the following hierarchy:

1. Amicable settlement between the parties;
2. Submission to the competent CIFA judicial or dispute resolution body;
3. Appeal procedures established under CIFA regulations;
4. Where applicable and permissible, appeal to the Court of Arbitration for Sport (CAS).

15. GOVERNING LAW AND REGULATIONS

All contracts shall be governed by:

1. The laws of the Cayman Islands;
2. CIFA Statutes, Regulations and policies;
3. CONCACAF regulations;
4. FIFA Statutes; and
5. FIFA Regulations on the Status and Transfer of Players (RSTP).

Where a conflict exists between football regulations and mandatory Cayman Islands law, the mandatory provisions of Cayman Islands law shall prevail.

16. REGISTRATION REQUIREMENTS

CIFA shall not register a professional player contract unless the contract contains:

1. Full identification of the parties
2. Contract commencement and expiry dates
3. Salary and remuneration provisions
4. Rights and obligations of the player and club
5. Termination provisions
6. Dispute resolution provisions
7. Required signatures
8. Parent or guardian consent where applicable
9. All information required under this Policy



17. COMPLIANCE AND SANCTIONS

Any club that fails to comply with this Policy may be subject to:

1. Refusal of contract registration;
2. Regulatory sanctions;
3. Disciplinary proceedings;
4. Financial penalties; or
5. Any other sanction available under CIFA regulations.

18. ENTRY INTO FORCE

This Policy shall enter into force on the date approved by the CIFA Executive Committee and shall apply to all professional player contracts executed thereafter.

Approved by: CIFA Executive Committee

Date: 8 September 2026

Alfredo Whittaker - President:

Marcos Tinoco - General Secretary: