



13 June 2024

The General Manager

Heartland FC

Owerri

DECISION IN THE COMPLAINT OF WRONGFUL TERMINATION AND NONPAYMENT OF OVERDUE PAYABLES FILED BY ABUGU MICHAEL IZUCHUKWU AGAINST HEARTLAND

Parties:

- Complainant: Abugu Izuchukwu Michael (Player)
- Respondent: Heartland FC

Background:

On 19 March 2024, the Nigeria Premier Football League (NPFL) issued a letter to Heartland FC regarding a complaint filed by Abugu Izuchukwu Michael. The complaint concerned the non-payment of overdue payables owed to the player. The NPFL directed Heartland FC to provide evidence that they do not owe the player. Heartland FC failed to respond or provide such evidence.

Decision:

Upon reviewing the complaint, the player's contract, and the failure of Heartland FC to respond to the request for information by the NPFL, the decision is made in favor of the player, Abugu Izuchukwu Michael, as follows:

1. Payment of Overdue Salaries:

Heartland FC is ordered to pay the sum of NGN800,000.00 (Eight Hundred Thousand Naira only) representing the player's salary for the months of December 2023 and January 2024.

2. Payment of Accumulated Balances:

Heartland FC is ordered to pay the sum of NGN300,000.00 (Three Hundred Thousand Naira only) representing the accumulated balances of NGN100,000.00 from the negotiated NPFL salary for the months of September, October, and November 2023.

3. Compensation for Termination Without Just Cause:

Heartland FC is ordered to pay the sum of NGN7,600,000.00 (Seven Million and Six Hundred Thousand Naira only) as compensation for termination without just cause. This amount represents the total sum the player would have earned on his contract, which would have terminated in September 2025 as shown in his License No. NPFL/HTL/2023-2025/386.

Total Sum Payable:

Heartland FC is hereby directed to pay the total sum of NGN8,700,000.00 (Eight Million, Seven Hundred Thousand Naira only) to the player, Abugu Izuchukwu Michael. Payment details are as follows:

- Account Name: Izuchukwu Michael Abugu
- Account Number: 2054276530
- Bank: United Bank for Africa (UBA)

Heartland FC is required to fulfill this payment without delay to settle the overdue payables and compensation as stipulated herein, as failure to do so will lead to appropriate sanctions.


Davidson Owumi
Chief Operating Officer