



Compromise Agreements

Settlement of an employment claim should be recorded in a compromise agreement. The agreement compromises the employee's right to bring or continue a claim in the employment tribunal.

Compromise agreements are very often used when a package is agreed between an employer and employee for the employee to leave. Employment tribunal claims can be lengthy and costly so it is in the interests of both the employer and employee to reach an early settlement if possible rather than litigating.

The terms of the compromise agreement depend upon the role of the employee and what potential claims he may bring. Sometimes, an employer will use a compromise agreement as an opportunity to retain or introduce post termination restrictions, such as restrictions on contacting customers or staff of the employer after the employee leaves.

By convention, the employer usually pays or contributes to the cost of the employee receiving independent legal advice on the terms on a compromise agreement, so please get in touch.

We assist both employers and employees with the drafting and advice on the terms of compromise agreements.

Employment Services

- Employment contracts, handbooks and policies
- Disciplinary issues and grievances
- Compromise agreements
- Unfair dismissal
- Redundancy
- Discrimination and whistle-blowing
- TUPE and business transfers

For further information on our Employment Services please contact:

Paul Hatton
Partner

E: empls@dootsons.co.uk
T: 01942 673431
www.dootsons.co.uk