

## Settlement Agreements

A Settlement Agreement (formerly Compromise Agreement) is a legally binding agreement which you, as the employee, agree to sign following the termination, by your employer, of your employment.

Generally settlements outside of a Employment Tribunal of employment disputes, even if both parties are seemingly in agreement, do not prevent an employee from bringing a claim in an Employment Tribunal at a later date. A properly drawn up and executed Settlement Agreement is one of the exceptions to this rule.

Settlement Agreements must comply with Section 203 of the Employment Rights Act 1996, one requirement being that you take independent legal advice. Your Solicitor will be able to help you understand your Settlement Agreement if it is complicated and advise you on the terms of the Settlement Agreement and the level of compensation you are being offered.

In most cases your employer will cover our fees, so you will have to pay nothing.

If you want further advice or you need independent legal advice on a Settlement Agreement you need to sign, then [Eleanore Plews](#) has many years experience of advising employees on Settle Agreements. Call her secretary, [Gemma Ince](#) for an appointment now.

[Contact our office now!](#)