

COMPROMISE AGREEMENTS

Compromise Agreements are a special sort of contract made between an Employer and Employee and regulated by the Law. They can be a useful tool where workplace relationships break down and neither party wishes to take the dispute to the Employment Tribunal. It can save an employer the time and trouble and expense of following the business' disciplinary procedure and can save the employee the time, trouble and risk of bringing a claim before the Tribunal. Compromise Agreements can offer a fast solution to both employer and employee.

However care must be taken as an employer merely presenting a Compromise agreement to an employee may be deemed in itself a Constructive Dismissal situation. The parties must agree the terms and this will involve some negotiation. There are also legal technicalities that need to be considered in the form of the agreement.

DMB Law has in depth experience in drafting, negotiating and advising in regard to Compromise Agreements and can assist in all aspects of workplace disputes. Contact Grace on 01732 228801 or email grace@dmblaw.co.uk for assistance.