

gmh's Top Ten Things to consider....

Settlement Agreements

- ✓ What is your notice period and is there a pay in lieu of notice provision in your contract?
- ✓ Does your employer have the right to put you on garden leave? Or to bind you to any restrictions after the termination of your employment?
- ✓ What is the reason given for the termination of your employment? It may be redundancy or long term sickness absence, for example.
- ✓ Does the termination of your employment give you any grounds to make a claim against your employer? Which claims are they seeking to waive in the settlement agreement?
- ✓ What might those claims be worth and how much compensation could you reasonably expect?
- ✓ How will the compensation be taxed?
- ✓ What happens to your pension, share options and any other benefits you receive?
- ✓ Will your employer pay some of your legal costs?
- ✓ Do you want to agree a reference?
- ✓ What will your employer communicate to staff about your departure?