

Settlement Agreement Services Guide

We understand all of the circumstances surrounding settlement agreements for both employees and employers. That's why our employment team have a full service approach to settlement agreements. As well as being on hand to give advice on a settlement agreement quickly, we can also advise on a wide range of circumstances relating to settlement agreements:

Drawing up your settlement agreement

We can provide an up to date and fully legally compliant settlement agreement tailored to the circumstances. Read our [guide to settlement agreements](#) to find out how they work.

Guidance, negotiation and mediation

We can guide employers or employees through the protected conversation process. See our settlement agreements [jargon buster](#) for an explanation of what a protected conversation is. Negotiating for employers or employees and finalising the terms of the settlement agreement. We also offer a [mediation service](#) between the parties.

HR Plus service

We can also include the option of onsite professional HR support for employers [with our HR Plus service](#). We can help investigate alleged misconduct, grievances and to explore working relationships to identify where failure might be occurring.

Tribunals and claims

We can represent both employers and employees should an Employment Tribunal or court claim be necessary.

Our advice covers the full range of employment law and beyond, as a full service firm. Our breadth of experience means that we are well placed to advise on all aspects of employment law, from the most basic to the most complex of cases, for all sizes of employers and for all sectors.

Court action

Bringing an Employment Tribunal claim might not be the only course of action available. For instance, you may have claims for breach of contract or [personal injury](#) which may require [court action](#). We can

represent you in regulatory hearings, Tribunals, the Sheriff Court, the Sheriff Appeal Court and before the Sheriff Principal, in the Court of Session and in the UK Supreme Court.

All things corporate and commercial

Whether it's advising on shares, director duties, advising [corporate](#) clients and start ups on contracts, joint ventures, [intellectual property and technology](#) matters, [data protection](#) and human rights, our Corporate & Commercial team have work with businesses and family businesses of all sizes.

Immigration

We know that **Brexit** has brought both concerns and opportunities for businesses and institutions across every area where there is any reliance on workers from other countries. We can advise on key issues around residency, sponsorship, permits, visas and a wide range of legal compliance when it comes to [immigration](#).

Pensions, tax and wealth planning

Our [pensions practice](#) advises trustees, employers, scheme members and trade unions on all aspects of pensions law and for both private and public sector schemes. For individuals we can advise on [tax](#) planning and liabilities and our [Wealth & Trusts team](#) are on hand to help preserve grow and protect your wealth and assets for the future, we have real depth in understanding the issues faced.

For financial planning and investment management, mitigating your tax liabilities and saving for retirement, [Anderson Strathern Asset Management](#) can help you.

If you need immediate advice on settlement agreements please contact our team today on 0131 270 7938.