

Bulk settlement agreements

From time to time, an organisational design project may result in a significant number of roles being made redundant. When this occurs, an employer will often offer enhanced redundancy terms in exchange for employees entering into legally binding settlement agreements involving the employees taking independent legal advice. Shoosmiths LLP has the systems and expertise in place to easily and efficiently provide independent advice to employees in such circumstances.

Our offering

Our effective and seamless service allows independent advice to be given to individuals quickly and efficiently, in the most cost-effective manner for all concerned.

In summary we can:

Provide a dedicated and responsive core team

to carry out the work of advising affected employees on the terms and legal effect of their settlement agreements in a timely and sensitive manner. We also offer a dedicated point of contact to liaise with the individuals to collate ID information and arrange for our engagement terms to be signed.

Provide clear and effective advice

for the individuals to understand, enabling issues to be anticipated and prevented, and allowing exits to be handled in an orderly and sensitive manner.

Provide a streamlined process

including:

- giving each individual an information sheet to introduce ourselves and providing brief details of the process
- hosting a general advice session to groups of affected employees covering general aspects of the settlement agreement via an online platform, a recording of which can also be made available
- arranging individual private 1-2-1 meetings by video or telephone call with each affected employee to address specific questions about the settlement agreement and provide the statutory advice
- signing the adviser's certificate via DocuSign, an electronic document signature platform
- sending copies of the completed settlement agreements to the employer and individual employee.

Provide competitive rates

using a fixed per agreement pricing model on a tiered basis linked to the number of agreements we are instructed to advise upon.

Provide access to a live management report

via our bespoke online system, Collaborate, to give up to date information on the progress of all agreements we are instructed to advise upon (subject to our confidentiality obligations).

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