£7,000 Enhanced Settlement

Employment Law Success Story

How specialist legal representation secured a significantly enhanced exit package for an employee facing disciplinary proceedings and potential dismissal

Tayntons
SOLICITORS

Verified and rated as 'Excellent'
reviewsolicitors
4.8/5 480+ Client Reviews

The Challenge

A vulnerable employee facing significant legal uncertainty

The Client's Situation

Our client, a delivery driver employed by a large national supermarket chain, suffered a serious psychotic episode due to a significant downturn in his mental health

Context: The incident led to disciplinary proceedings and the employer seeking termination of his employment

Inadequate Initial Offer

The employer's proposed Settlement Agreement contained only notice pay, accrued holiday pay, a standard reference and outplacement support

Implication: No meaningful compensatory element, despite our client holding over two years' service and being required to waive significant legal rights

Dual Pressure

The employer simultaneously pursued live disciplinary proceedings, creating uncertainty and increasing the risk of a contentious dismissal

Complication: Ongoing statutory time frames added further urgency to the matter

Complex employment situations require specialist expertise from the outset

Our Approach

How we delivered results

01

Detailed Legal Assessment

Undertook a comprehensive review of the factual background and all legal claims potentially available to our client

Identified strong arguments relating to unfair dismissal and disability discrimination, substantially strengthening our client's negotiating position

Advised our client clearly on the strengths and risks of his case

02

Strategic Negotiation

Developed a commercial negotiation strategy focused on achieving a meaningful compensatory payment beyond existing contractual entitlements

Engaged directly with the employer's solicitors and challenged the adequacy of the initial proposal

Conducted without prejudice negotiations aimed at securing an improved financial package and avoiding the need for Employment Tribunal proceedings

Result: A significantly enhanced settlement package secured, including a £7,000 ex-gratia compensation payment, without the need for litigation

£7,000

Enhanced Settlement Successfully Secured!

Financial Security Achieved

Ex-gratia compensation of £7,000 secured in addition to notice pay and all other contractual entitlements

Client able to leave on agreed terms without the cost, delay and uncertainty of Employment Tribunal proceedings

Don't Accept the First Offer

Employers frequently open negotiations at little more than existing contractual entitlements

Specialist advice before signing any Settlement Agreement is essential to protect your position

Expert Employment Law Advice

Identifying potential claims such as unfair dismissal and disability discrimination can transform your negotiating position

Robust legal strategy delivers substantially improved outcomes without litigation

> ***"By identifying potential legal claims and adopting a robust negotiation strategy, it is often possible to secure a substantially improved outcome without the cost, delay and uncertainty associated with Employment Tribunal proceedings."***