



**Has your employment contract been terminated?
...these are some things you should know...**

- to claim unfair dismissal in the Employment Tribunal you will need to have one year's continuous employment;
- there are approximately 90 claims you can bring against your employer without one year's continuous service and these include discrimination claims (sex, race, disability, equal pay, age etc.), health & safety reasons and whistle blowing;
- the general time limit to bring a claim in the Employment Tribunal is three months less one day e.g. if your contract was terminated on 5 September 2008 you have until 4 December 2008 to submit your claim;
- employees must have two years' continuous employment before they are eligible to claim a redundancy payment;
- a compromise agreement is a legally binding agreement which sets out the terms and conditions reached when a contract of employment is to be terminated or a dispute is to be resolved. The effect of signing a compromise agreement is that in exchange for a termination payment and any other benefits which your employer agrees to give you, you will be giving up most, if not all, of your employment-related legal rights.

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