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# Fixed Fee Employment Contract Reviews

# Three reasons why you should get your new employment contract reviewed by a lawyer

## 1. You will never be in a stronger negotiating position

Prospective employees are often so pleased to have been offered a position that they sign on the dotted line as quickly as possible. But employees often have more leverage to negotiate the terms of their employment contract than they think. You should remember that your new employer has offered you the job and therefore wants to employ you over and above any of the other candidates. They'll usually be expecting queries about the terms of the contract and so now is your chance to try and negotiate changes in your favour.

Once you have signed the contract, you have committed to its terms. It is much, much harder to negotiate new terms of employment once you have signed the contract and your employment has started.

## 2. The contract is the defining document of your legal relationship with your employer

Although employees in the UK have statutory protections, your contract will set out all of your most important rights, such as rights to salary, bonuses, notice and holiday.

Additionally, the employment contract is where your employer will set out their rights against you. So, for example, it's really important that you have a full understanding of any post-termination restrictions (such as non-compete clauses) that your new employer wants to impose and how these could affect you if you move employers in future. If your employer tries to enforce such clauses against you in future, it will be no defence to say you hadn't read them before you signed.

## 3. Knowledge is power

Our aim when reviewing an employment contract is twofold. First, we want you to be able to negotiate the best terms possible for yourself. Secondly, we want you to be fully aware of any nonstandard, onerous or unusual terms – even if those clauses are non-negotiable.

Once you know about such a term you can plan around it. As a simple example, some contracts say that the employee won't receive bonus payments of any description (even if already "earned") if the employee has given notice. If you can't negotiate that term out, at least you will know that when you move on to your next role you should wait to give notice until you have been paid your bonus.

## Why choose B P Collins as your employment contract review solicitors?

With 50+ years of experience and extensive knowledge, many of our practice groups maintain a top-tier ranking in legal directories such as Chambers HNW, Chambers UK and The Legal 500, with individual lawyers recognised as leaders in their field. The firm has been named in The Times' Best Law Firms from 2022-2024.

The employment law solicitors at B P Collins LLP are also members of the Employment Lawyers Association.

## Pricing

To review your new employment contract, we will charge you a fixed fee, which depends on the seniority of the lawyer who does the review. The prices are as follows:

	Fixed Fee Price (excluding VAT) <sup>1</sup>
Practice group leader	£950
Partner	£850
Senior associate	£650
Solicitor	£500

The fixed fee includes the lawyer reading through the contract and marking it up to identify recommended changes as well as anything else you should be made aware of even if it is likely to be non-negotiable with your employer. The lawyer will then meet with you for approximately one hour to discuss the contract with you.

Generally, we find that our clients prefer to negotiate the content of their employment contracts directly with their employer after the review has taken place. The fixed fee also includes review of an amended draft of the contract once you have negotiated it with your employer.

If you would like us to negotiate on your behalf, then the negotiation itself is not included in the fixed fee. We will discuss pricing of negotiation work with you at the relevant time if that is an option you would like to explore.

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### Contact details



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<sup>1</sup> Subject to an agreed scope of work.