

WANT TO \_\_\_\_\_

# QUIT YOUR JOB?





# WANT TO QUIT YOUR JOB?

Do any of these scenarios apply to you?

- I am being forced out of my job.
- My boss is picking on me.
- I do not get on with my colleagues.
- I am being bullied at work.
- I want to leave my job but think I should be paid compensation.
- I wake up every morning and think "I want to quit my job?".

If you have said "yes" in response to any of these, you have come to the right place.

We have a proven track record in helping employees negotiate a way out of their jobs with agreed compensation.

To help you with this, we have launched a simple process which will not leave you worrying about a massive legal bill.

One of our employment law experts will discuss the case with you in detail after which we will calculate how much you would be entitled to at the Employment Tribunal if you won a claim.

We will then write to your employer explaining why we think you will win a case and invite them to make an offer.

## We call this our Severance Letter.

Almost ONE IN THREE of our clients who ask us to draft a Severance Letter obtain achieve a negotiated settlement.

The average settlement for our clients is around £11,000.

How much would you pay to receive a settlement offer from your employer right now?

20% of the £11,000, meaning £2,200?

Too much?

How about 10% of the settlement fee, meaning £1,100?

## DON'T WORRY.

We have priced our fee as sensitively as possible, because we want you to get the best results possible for only a modest investment.

Our Severance Letter fee is a one-off payment of only £495.

*"The settlement payment was paid into my bank account on Friday. I would like to take this opportunity to say thank you for your excellent help and support during the case. I found the whole process completely painless thanks to your professionalism. I would certainly recommend Paul Doran Law to anyone looking for a good solicitor."*

**Christine C**

## It Is Your Career So It Is Your Choice.

If you want to leave your job because you've found a new one or want to do something else, you don't need to get an employment lawyer involved.

You can simply resign and move on.

If you **feel forced to resign because of the way you've been treated** at work, that's another matter.

As employment lawyers who specialise in helping employees who've been mistreated, we could help you negotiate with your employer and maybe win you compensation in return for leaving.

*"You have been great. I will recommend you highly to other people."*

**Sinead H**

[Click here to request your Severance Letter](#)

Our founder, Paul Doran, is a specialist Employment Lawyer and has been featured in the Law Society Gazette, the leading legal magazine:



*"Very good service. Good communication, understood my problem and dealt with the matter very quickly."*

**Ian B**

[Click here to request your Severance Letter](#)

# Why might you feel forced to leave your job?

So you think *"I want to quit my job"*.

Do any of these examples apply to you?

- You're experiencing stress or your mental health is suffering due to someone's behaviour at work.
- Your physical health is suffering or at risk because of a workplace health and safety situation.
- Your employer isn't keeping to their side of your employment contract, for example, they pay you late or less than you're due.
- You're being bullied, harassed or discriminated against at work.
- You're being paid less than someone of the opposite sex for doing work of equal value.
- You've been demoted for no reason.



If yes, you have a legal right to be compensated when you feel forced to leave your job due to the behaviour of your employer or someone who works there.

*We can help you negotiate an exit package.*

*"Well informed staff who put my mind at ease over queries I had on how to handle the situation, so I did not to create scenarios in my mind and unnecessary worry about next steps. I was kept up to date with everything "*

***Julia C***

[Click here to request your Severance Letter](#)



# I Want To Quit My Job

## ***Free Advice - Don't resign!***

The main thing is not to resign until you've talked to us first. It's a lot easier to negotiate when you are still employed.

Note that there are strict time limits on employment tribunal claims, so it's important to act quickly. Also, if you wait too long before making your initial complaint, the court may decide you accepted the mistreatment.

If you have already resigned, it's still worth having a conversation with us, just in case you could make a claim for constructive dismissal. The challenge is that these cases are harder to win. If you've recently been sacked, you may be able to make a claim for unfair dismissal.

If you want to know quickly if there is the possibility of a settlement, contact us today. We will have a fixed fee letter drafted for you quickly so you will know where you stand.

*"I found the service fantastic, communication and advice was spot on."*

***Nick B***

[Click here to request your Severance Letter](#)

# I Want To Quit My Job. What Can You Do For Me?

## *Negotiating on your behalf*

When negotiating the amount of compensation you'll get, are you worried that discussions could be just you against your employer and their team of (potentially aggressive) lawyers?

Getting our expert help can support you to negotiate the best deal. For example, as well as financial recompense to make up for you leaving, we could ensure you get a good reference from your current employer to help you land a new job in future.

As we're professionals who are not directly involved, we can keep emotion out of it and aim for a win: win scenario.

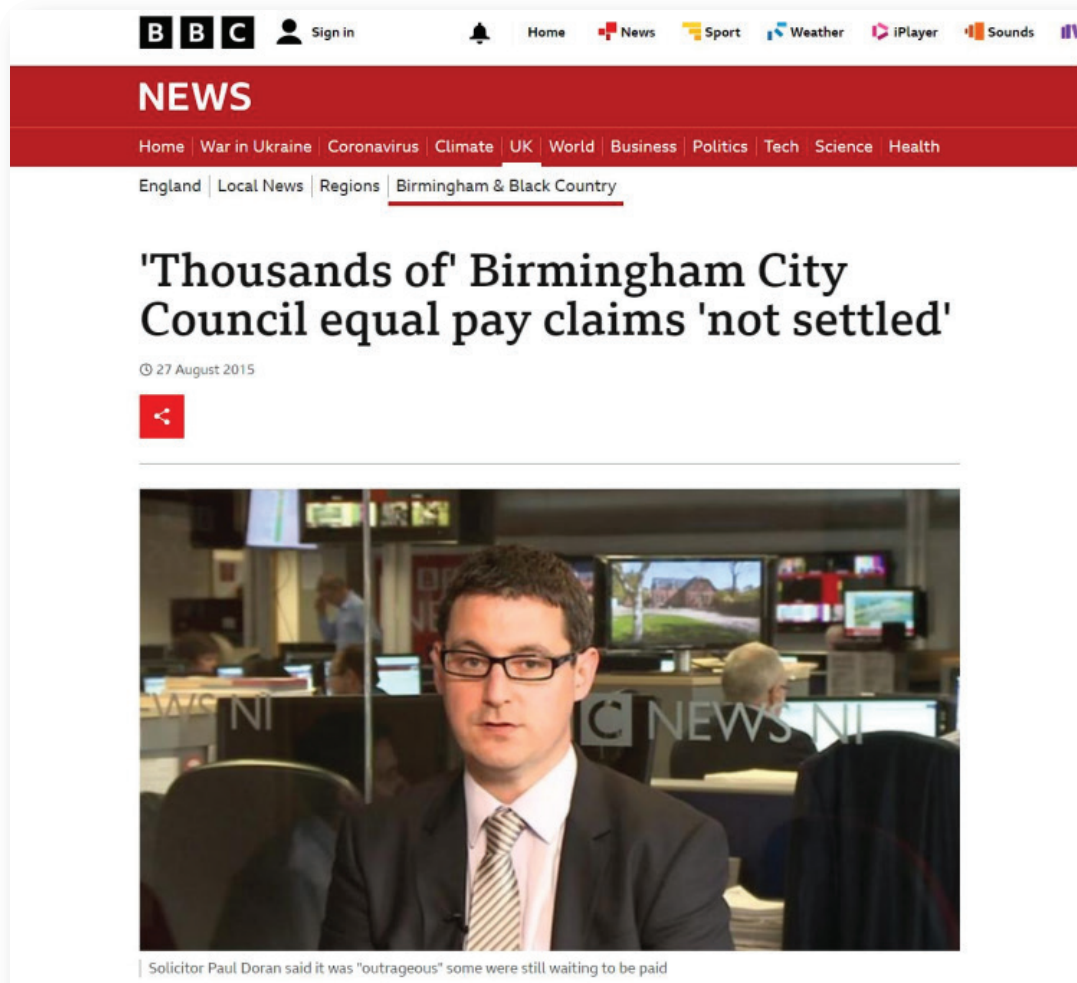
And finally, as specialist employment lawyers, this is our area of expertise. We know the process and we've handled many successful negotiations before.

*You can let us deal with negotiations for you, or support you through negotiating by yourself – it's your choice.*

*"Wonderful service. So helpful and patient at every stage, taking time to explain every detail in laymans terms."*

**Rose L**

## Paul Doran featured on the BBC:



## Practical Tips

Once you decide ***"I want to quit my job"***, this is the usual process to show how the steps can escalate:

- Have an informal conversation with your boss or HR department.
- Follow your company's grievance procedure (you'll find it in your staff handbook).
- Ask us to send your employer a fixed-fee letter.
- Ask us to help you make a claim in the employment tribunal.

Decide what you ideally want to achieve. Perhaps you'd prefer to keep your job but work different hours or move to another department?

Remember, you don't have to accept your employer's first offer, you can use your right of appeal, and you don't have to abide by their deadlines. On the other hand, don't let them stretch negotiations beyond the strict three-month time limit for the Tribunal.



*"Just wanted to say a BIG thank you for all your help & support through the case. Hopefully I won't need to use your services again but I will most definitely be advising my friends & colleague's about your services."*

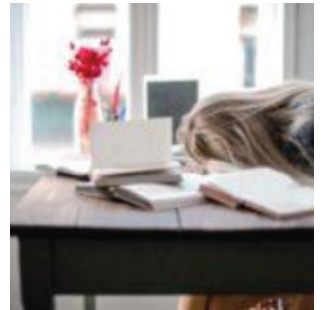
**Debbie P**

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## Do I Need To Prepare Anything?

Whatever happens, here's some best practice advice if you are unhappy at work:

- Keep written notes of who said what and when.
- Collect any relevant medical records.
- Make a list of your financial commitments such as rent or mortgage and other debts.
- Be ready to explain your family situation e.g. single parent.
- Note what you've done for your employer, such as the hours you've worked and any special achievements you've been part of.
- Consider the local job market. How easy or hard will it be for you to find another job?



Always stick to the facts as this helps build a stronger case

*"It's been a difficult situation from my perspective and you've been very clear with your communication, very proactive during the negotiations and both considerate and understanding when needed. A refreshing change and very much appreciated."*

**Mike J**

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## Paul Doran featured in the Guardian:

### On equal pay, sisters with solicitors must do it for themselves

Zoe Williams



The Birmingham case shows just how much Labour and the unions have let women down

**T**he news about Birmingham city council is in its way as big a deal, as cataclysmically bankrupting, as Greece. Unlike Greece, it has a massive, Erin Brockovich feelgood factor. I feel sure we'd be talking about it much more if it weren't for bigot-gate.

The tribunal's finding is this: women employees have been systematically underpaid and discriminated against by this council, for as long as the Equal Pay Act has been in force. Female staff on the same pay grade as men (cleaners versus bin men, for instance) could expect to earn much less, to start with, and go on to be paid much less in bonuses. The starkest example given was one case of a refuse collector taking home £51,000 in one year, while women on his level received less than £12,000.

Paul Doran, of the firm Stefan Cross that successfully brought this case, told me: "The bonuses were a sham, there was no monitoring, they were paid simply for men turning up to work, doing their jobs properly." The council plans to appeal (of course it does), and there are appeals due to be heard in September from Sunderland and Bury councils, fighting similar cases. But if

## What payout will I get?

Your exit package might include:

- Compensation to cover the time it will take you to get another job.
- Any loss of earnings, pension and other benefits.
- A good reference.
- Your agreement to stay on for a while so there's a smooth handover to your successor.
- Your promise to keep the deal secret.
- Your commitment not to work with competitors, staff, clients or suppliers of your current company for a period of time.

*Talk to us and we'll tell you your chances of success and how much you might receive as an exit package.*

*"10/10. Everything was handled perfectly. Would definitely recommend."*

**Olivia M**

## What will it cost?

There's no need to worry about scary legal costs that might spin out of control.

- The first step is often a fixed-fee letter.
- In most cases, your employer will cover our costs.
- We sometimes provide a no-win, no-fee arrangement.



*"A great experience. I feel my points and how I was suffering was expressed clearly and placed into legal language that expressed exactly how I felt."*

**Tamara S**

[Click here to request your Severance Letter](#)

## Case studies

There's no need to worry about scary legal costs that might spin out of control.

Employee in similar situations have also thought "I want to quit my job" and come to us. In a few recent cases, we have managed to:

- Negotiate a settlement of £15,000 for a client whose employer repeatedly ignored bullying allegations
- Achieve a payout of £10,000 for a client whose manager shouted at her in public without reason
- Secure a £6,000 payment and an agreed reference for an employee whose remote working arrangements were removed without valid reason

## Common Questions?

### Q - Does my employer have to respond to the Severance Letter?

A – There is no legal obligation that they do so but quite often employers are relieved that an employee has made the first move. If you are feeling unsettled at work, there is a good chance the employer is aware something isn't right.

### Q – Can you guarantee success?

A – Success in legal action can never be guaranteed but we can say that almost 1 in 3 of our clients who ask us to prepare one of these Severance Letters walks away from their employment with a negotiated settlement.

### Q – How much will I receive?

A – Every case is different and how much you could achieve depends on a number of factors such as how long you have worked there, the chances of you achieving another job on similar terms and the nature of the treatment you have suffered.

### Q – Should I resign?

A – It is usually better to try and negotiate a package before you leave. Once you have gone, you have lost some leverage particularly if the employer is keen to see you leave. Do not do anything without speaking to an expert (us!) first.

### Q – Can I retract a resignation?

A – Not always. If you resign in the heat of the moment though, you may be able to if you act quickly. If the employer refuses to allow you to do so, it could be deemed as an unfair dismissal.

*"Easy to talk to and explained everything clearly"*

**Michael G**

### Q – Do I need to raise a grievance?

A – Grievances can be helpful in some circumstances. However, if you feel you want out now, it may be that the grievance process is too long. We can advise on the best approach and on the steps to take next.

## Q – Will I need to sign a non-disclosure agreement?

A – When a settlement payment is agreed, the employer will usually ask you to sign a settlement agreement (or compromise agreement in NI). The purpose is to draw a line under things so that each side knows nothing else will happen in future. These agreements tend to contain confidentiality agreements and commitments on both sides not to say anything negative about each other. We can negotiate a reasonable clause on your behalf.

## Q – Am I entitled to a reference?

A – Many settlement agreements contain an agreed form of wording that the employer will be required to provide to prospective employers. If the employer provides information other than what is agreed, you could potentially take further legal action against them.

*"Made me feel at ease straight away and guided me through the process with great professionalism"*

**Steven G**

## What are the benefits of this service?

- Case assessment by an employment law experts.
- Over 30+ years of experience.
- We will contact your employer on your behalf.
- Estimation of your entitlement based on real life cases.
- A fixed fee meaning no concerns about unwanted bills.
- Almost a 1 in 3 success rate.
- £11,000 average settlement.
- No hidden fees.

*"100% confidence in using Paul Doran Law and very easy to talk to. All staff and solicitors totally satisfied me that everything that could have been done was done".*

**Lorraine W**

[Click here to request your Severance Letter](#)



# How To Negotiate An Exit Package

When your employer makes you a financial offer to resolve a grievance or as part of your exit package, you don't have to accept the first deal they suggest – you can negotiate until you agree the best arrangement between you.

This is called a settlement agreement. As it's a legal document, you have to take independent legal advice before you sign – that's where we come in.

*With Paul Doran Law, you'll always know where you stand. For an **affordable fixed fee**, we can write a Severance Letter to your employer proposing an exit package or help you to prepare a grievance.*

## Points to note

- *If the case proceeds, your employer will usually pay our fee*
- *Settlement agreements are known as compromise agreements in Northern Ireland*
- *As employment law specialists, we only ever act for employees, never for employers*

*"I was very impressed with the service given."*

**Susan H**

## Tips about negotiation

Negotiating an exit package is a skill. Here are some top tips to help:

- Decide on your objectives
- Keep emotion out of it
- Don't make unreasonable demands
- Remain calm and courteous
- Aim to achieve a win:win

*"10/10. Could not fault the service"*

**Olivia M**

## What do you want to achieve?

If you're still employed, you might like to keep your job but work different hours or in a different department. You could ask to move to a different role. Or perhaps you'd like to carry on working there for a defined period while you're job-hunting.

If you're on the point of resigning due to ill-treatment, ask us about timing, how to negotiate your exit package and what you might get. For example, your exit package should be enough to cover the time it will take you to get another job, any loss of earnings, your pension and other benefits.

*We will:*

- *Discuss your options.*
- *Help agree your objectives.*
- *Devise a strategy for you.*
- *Negotiate directly for you, or support you if you'd prefer to do your own negotiating.*
- *Help you through the claim process.*

A good exit package will usually include compensation, plus a good reference to help you get another job. In return, your employer might want you to sign a non-disclosure agreement and agree not to work for a competitor for a defined period of time.

*We'll let you know how much you can expect, and suggest where there is room to manoeuvre.*

If you have already resigned because of how you were treated, you might be able to claim for constructive dismissal, however, this can be hard to prove. There's more information on this in our page about [constructive dismissal](#).

*"Great team and recommended. Professional and helpful".*

**Vina B**

[Click here to request your Severance Letter](#)

## Should I Stay or Should I Go?

Deciding whether to stay or leave a job is a big decision. You need to consider whether you'll suffer more work-related stress by staying or leaving. You should also assess the risk of being unemployed. What's the job market like where you are? If it's going to be hard for you to find a new job, you might have a stronger negotiating position.

Remember, it's possible that the problem will be resolved and then you'll be happy to stay. Also remember it can be easier to get a new job while you are currently still employed.

We can advise on all your options and if you chose to try and leave, you can do so for a fixed fee with no hidden costs.

*"I was very impressed with the service given."* **Susan H**

[Click here to request your Severance Letter](#)

## What Will Be In The Severance Letter?

We will discuss this with you but we will cover all the key points. If you've suffered stress and ill health due to what's been going on in your workplace.

We will:

- Set out your concerns.
- Refer to the evidence of everything that has happened, including dates and details of who said what.
- Reference medical notes, where relevant.

## What If I Don't Want To Leave?

There are various situations where you might find yourself negotiating with your employer, such as:

- Exit package.
- Grievance.
- Equal pay.

Whatever the reason, it can be difficult and stressful trying to tackle the negotiations alone. People often feel emotional and vulnerable, and can even break down in tears. This is totally understandable, but weakens your negotiating position.

Of course, as an individual, you might only go through this experience once in your lifetime. You might worry that your employer has a big team, loads of expertise, and access to expensive (and possibly aggressive) lawyers. That's why it can help to trust independent experts (like us). We do this kind of work all the time. We have the skills and knowledge, understand the process, and know the best way of getting you a good outcome.

- Is your employer treating you badly and you want to hand in your notice?
- Are they failing to live up to the terms of your employment contract?
- Have you been bullied or harassed so you feel forced to resign?
- Have you been discriminated against?

If you answer "yes" to any of those questions, you may have the right to bring a claim. However, the Tribunal process can be long, stressful and costly.

We can prepare a Severance Letter for you and you will know within weeks whether the employer wants to make you an offer.

- Almost a 1 in 3 success rate.
- £11.000 average settlement.

[Click here to request your Severance Letter](#)

## Further reading

If you found this information useful, you might enjoy our other articles on the topic:

- [How to negotiate an exit package](#)
- [I want to quit my job. Can I get a payout?](#)
- [I want to leave my job](#)

## Further reading

For a FREE assessment of your case, call [0808 168 7288](tel:08081687288) or complete a [Free Online Enquiry](#).

We have already helped thousands of people to win millions of pounds in compensation.

[See what they say >](#)

## Jargonbuster

**Settlement agreement:** That's a legally binding document which you and your employer both sign once you've agreed who's going to do what. For example, how much your employer will pay you in return for you committing not to take further action against them. It's a serious document, so you have to take independent legal advice before you sign it (that's where we come in).

**Compromise agreement:** That's the name used for a settlement agreement in Northern Ireland (Belfast is where our largest office is based and we have many clients in NI. We also have offices in London, Leeds and Newcastle to serve clients throughout the UK.)

**Legally binding:** That means both parties should comply with the terms of the agreement. If they don't, they are breaking the law and could face legal consequences.

**Non-disclosure agreement (NDA):** Your employer might ask you to sign an NDA which means you promise not to tell anyone about how much you receive or even that there was an agreement at all.

**Restrictive covenant:** Your employer might ask you to agree not to work for a competitor for a defined period of time, or add other restrictions. These can be used as negotiation tools.

*"Thank you for all your help, patience and understanding. It is not an easy thing to go through, but your help and kind attitude definitely made it easier."*

***Alison W***

[Click here to request your Severance Letter](#)