

Read the fine print of your contract



By [Juliette Attwell](#)

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This week we bring to light that it is imperative to read the fine print of your employment contract.

I was recently approached by a competitor to join their company. I would like to know if there are any legal repercussions if I join them. Thanks - Brett

Hi Brett,

You haven't mentioned whether you've signed a restraint of trade or not? If you have then you will need to have a good read through this and possibly consult a lawyer in order to decipher whether your new job offer is in breach of this agreement. If it is then yes there are legal repercussions. If you haven't signed a restraint of trade then no, there can't be any legal backlash, however you do want to make sure that you don't burn any bridges or damage your career in the process.

Best of luck!

I recently started with a company and in my letter of offer it stated that should I resign before a year of working then I am liable to pay the recruitment fee, is this legal? I am not happy and looking around at the moment, I've only been here for six months - Jessica

Hi Jessica,

Thanks for your question. If this condition was written in a legally binding document and you signed it, then yes you are liable for the cost. However to be completely sure, I would advise that a lawyer looks over this document for you to advise further. If you're unhappy in your current role I would suggest that you speak to your manager about why you're unhappy and see if they can change things. You may find that with a bit more guidance and support you will start enjoying your job. It is also better for your CV if you stay at a job for at least a year, so the more effort you put into making it work, the better.

Best of luck!

Always love what you do!

Juliette

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ABOUT JULIETTE ATTWELL

Juliette Attwell is Head of Marketing & Operations at Recruitgroup. Recruitgroup has won Careerjunction Recruiter of the Year in 2010, 2012, 2013 and 2014 as well as Fast Growth Business of the Year at the National Business Awards 2014. Juliette holds a Bcom Honours in Marketing Management and is the resident "agony aunt" on the BizCareers Column, she was also a finalist in the Top Young Executive at the National Business Awards 2014.
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