

## Employee Dismissal Law And Practice

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By law, there are 5 potential reasons for dismissing someone fairly. These are: conduct – when the employee has done something that's inappropriate or not acceptable. capability – when the employee is not able to do the job or does not have the right qualifications. redundancy – when the job is no longer needed.

Overview: Dismissals - Acas

Whether your case involves a public or private sector job, a downsizing, or termination for cause, violation of employer policies, failure to keep a specific promise, adverse action for claiming employee rights, or whistle-blowing, Employee Dismissal: Law and Practice provides the guidance you need in this rapidly evolving area of employment law. Providing in depth analysis of the common law and statutory wrongful dismissal doctrines, as well as practical guidance on all aspects of employee ...

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Employees employed before 6 April 2012 require one year's continuous service in order to be able to claim unfair dismissal. Employees employed on or after 6 April 2012 require continuous service for at least two years in order to be able to claim unfair dismissal. All employees must contact the Acas early conciliation service before making an employment tribunal claim following a grievance. CIPD members can see more in our law Q&As covering early conciliation.

Dismissal Procedures | Factsheets | CIPD

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Case law. Dismissal occurs when a contract is terminated with or without notice, a fixed-term contract ends and is not renewed, or an employee leaves, with or without notice, when they are entitled to do so due to the employer's conduct. You'll find here information on termination of contract, unfair dismissal, wrongful dismissal and constructive dismissal.

Information on Dismissal | CIPD

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