

Disciplinary, Dismissals & Grievances

- Do you think that you have been disciplined unfairly or have you been dismissed? What are your rights? You could be entitled to receive compensation.
- Do you think you have been disciplined or dismissed for reasons that are really related to your age or sex or colour? Can you make a claim?
- If you are facing disciplinary or dismissal, has your employer followed the statutory procedures? What are the statutory procedures? If these have not been followed, you may have a claim for automatic unfair dismissal.
- What are the new rules relating to disciplinary and dismissal which come into force April 2009?
- If you have had a written warning, how long before the warning cannot be considered in subsequent disciplinary action against you?
- Who can come with you to meetings called by your employer?
- Do you have concerns about your working environment? Do you want to formalise your concerns? What procedure do you need to follow?

For answers and guidance call the Employment team on 01159 888 777

The information provided above is not intended to be a comprehensive answer to the various problems which can arise. Each situation must be considered on its merits, taking into account all of the relevant circumstances. You are therefore advised no to take any action solely on the basis of the general guidance contained in this note, without first taking detailed legal advice. Fraser Brown will not accept liability for any loss arising out of this guidance note where you have not taken such advice.

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