

in Company Training services

The law of dismissal A one-day course

This course, designed for HR professionals and senior managers sets out the legal framework around the termination of employment and explores how employers can stay within the law while ensuring an effective and commercial approach to dismissal.

The course is highly interactive and draws on the latest case law to highlight the key issues that organisations face.

Programme

Defining dismissal

- Express termination
- Expiry of fixed-term contracts
- Constructive dismissal
- Other methods of termination: resignation, agreement and termination by operation of law

Wrongful Dismissal

- Notice and Pay in Lieu of notice
- Gross misconduct and summary dismissal

Unfair Dismissal

- Qualifying for the right
- Potentially fair reasons for dismissal
- The statutory dismissal procedures – timetable for abolition
- The test of reasonableness – the band of reasonable responses

Conduct dismissals

- Disciplinary investigations
- What conduct justifies dismissal?
- Consistency and communication
- Fair disciplinary procedures

Capability and attendance

- Defining capability
- The opportunity to improve
- Short-term and long term absence
- The impact of the Disability Discrimination Act

Redundancy and restructuring

- Identifying redundancy situations
- Consultation
- Fair Selection for redundancy
- Procedural requirements

Compensation and remedies

- Re-instatement and re-engagement
- Compensation
- Calculating compensation
- Limits and deductions
- Reaching a settlement