



**10 minute
ACAS webinars**

**Ending the
employment
relationship**

The webinar will begin shortly...

acas working for everyone
to resolve and prevent
workplace problems

**Ending the
employment
relationship**



- The employment relationship can be ended by either the employer or the employee
- Employees have a legal right not to be unfairly dismissed
- Both the employer and employee are normally entitled to notice
- Early conciliation is available to both individuals and employers

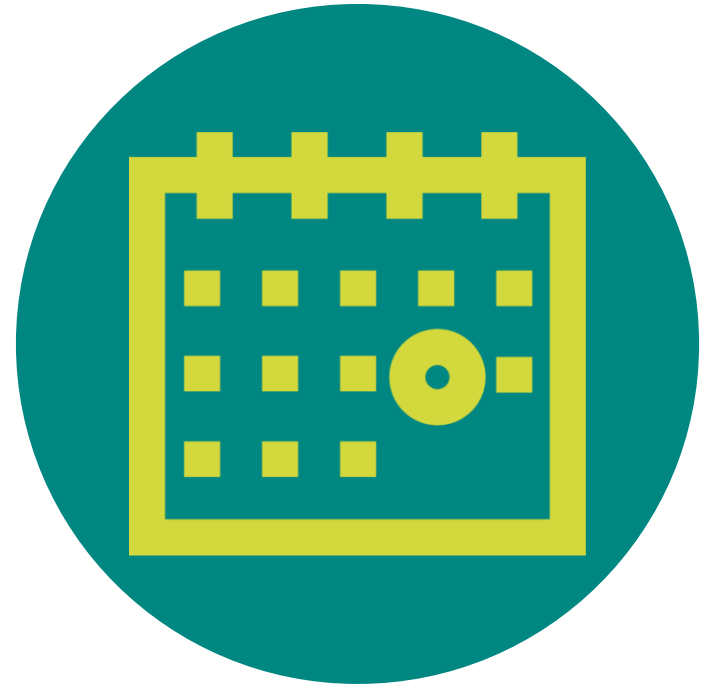
When is dismissal fair?

- Conduct
- Capability
- Redundancy
- A statutory duty or restriction
- Some other substantial reason
- Remember the employer must act reasonably in treating one of the above as a sufficient reason for dismissal



Notice periods on termination

- Statutory and contractual notice
- Minimum periods of notice on termination
- Dismissal without notice
- Fixed term contracts



Giving notice and notice pay

- Verbal or written?
- Withdrawal of notice
- Pay during notice
- Pay in lieu of notice
- Holiday pay



- [Statutory or contractual notice](#) Acas webpage
- [Giving notice and notice pay](#) Acas webpage
- [Contracts and written statements](#) e-learning
- [Handling pay and wages: Ending employment](#) step-by-step guide
- [Early Conciliation for Employers](#) Acas webpage
- **Acas training courses:**
 - HR for beginners
 - Change managementFind a course in your area at <https://obs.acas.org.uk/>

Business & Management

THANK YOU FOR ATTENDING

Contact the Business & Management Faculty

icaew.com/bam

✉ bam@icaew.com ☎ +44 (0)20 7920 8508

@ICAEW_finman

🖱 icaew.com/joinbam

Upcoming BAM webinars and events

icaew.com/bamevents

