Dismissed from your job?

Get the reasons. Protect your records. Check your options.

1 Your first steps

Ask for the decision, reason, employment end date and appeal process in writing. Check your contract, notice arrangements and final pay. Keep the dismissal letter, relevant policies and a dated account of events.

2 What to check

Was there an investigation and a chance to answer the concerns? Were alternatives considered? Unfair dismissal and wrongful dismissal are different: the latter concerns contractual rights such as notice. Eligibility for unfair dismissal depends on your status, service and the reason; discrimination and some automatically unfair reasons have different rules.

3 Take action

Appeal promptly using the employer's process, identifying errors and the outcome you want. Seek independent advice before resigning, agreeing a settlement or assuming short service means no rights. Check outstanding wages, accrued holiday and any notice entitlement.

Remember
Do not wait for an appeal result before checking tribunal deadlines. A dismissal for alleged gross misconduct still requires a fair process.

Protect your deadline. Internal procedures and Centre enquiries do not pause tribunal time limits. Rules depend on the event date and claim. Check current Acas guidance promptly; some urgent claims have much shorter limits.

Acas: dismissal

Acas: notice and final pay

Acas: current tribunal time limits