

Considerations for Employees

- ◆ *Do I want to make a general protections claim or an unfair dismissal claim?*
- ◆ *Was the dismissal harsh, unjust and unreasonable?*
- ◆ *Was I notified of a reason for my termination, provided with an opportunity to respond, allowed to bring a support person at discussions related to the dismissal and given warnings about unsatisfactory performance?*
- ◆ *Have I been provided with the appropriate notice period?*
- ◆ *Did my conduct amount to serious misconduct?*
- ◆ *Was I employed at a business with fewer than 15 employees?*
- ◆ *Do I fall within the High Income Threshold?*
- ◆ *Was I been dismissed more than 21 calendar days ago?*
- ◆ *Was there a valid reason for the dismissal?*
- ◆ *How long was I employed by the employer?*
- ◆ *Have I attempted to mitigate the loss suffered from the dismissal?*
- ◆ *Has my misconduct materially contributed to the dismissal?*
- ◆ *Have I been dismissed for exercising a workplace right, or on the basis of any personal attribute?*
- ◆ *Was I stood down because of either industrial action, a breakdown of machinery or equipment or for a cause which you cannot reasonably be held to be responsible?*
- ◆ *Have I accrued leave entitlements whilst being stood down?*