

When your employer believes on reasonable grounds that your conduct is sufficiently serious to justify immediate dismissal, it may terminate your employment without notice.

Division 11—Notice of termination and redundancy pay

Subdivision C—Limits on scope of this Division

123 Limits on scope of this Division

- (b) an employee whose employment is terminated because of serious misconduct;

Summary dismissal

It is fair for an employer to dismiss an employee without notice or warning when the employer believes on reasonable grounds that the employee's conduct is sufficiently serious to justify immediate dismissal. Serious misconduct includes theft, fraud, violence and serious breaches of occupational health and safety procedures. For a dismissal to be deemed fair it is sufficient, though not essential, that an allegation of theft, fraud or violence be reported to the police. Of course, the employer must have reasonable grounds for making the report.