

Unfairly dismissed?.

Dept. of Employment - Check if your dismissal is unfair



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Unfair dismissal

However, we understand that seeking help, including legal advice, can reduce complexity and confusion. The information contained on this website is general in nature. You must raise a personal grievance within 90 days.

Legal Advice on Dealing with Unfair Dismissal

Forced resignation or constructive dismissal Constructive dismissal is when you resign because your employer has made work unbearable for you or pressured you to resign.

What Can Be Considered as Unfair Dismissal?

Always be aware of the procedure you have to follow when you discipline an employee even if it doesn't involve dismissal, as you may need to rely on this to justify a later dismissal. The remedies available for unfair dismissal are of considerable practical importance in that the remedies are of a special nature. Nothing said in mediation can be used later on if your problem goes to the Employment Relations Authority.

Unfair dismissal

Often this remedy is used where the adjudicator feels the employee contributed to the dismissal, even though the actual dismissal was unfair.

Unfair Dismissal

A contract is a two-way thing.

Check if your dismissal is unfair

Time limits You must start your claim for unfair dismissal within 6 months from the date of the dismissal.

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