

# Employment Case Record 1

The case record must include all relevant details from the following list (not all may be relevant):

- Client's current situation i.e. if the client is an employee, a worker or self-employed?
- How long the client has been employed
- What the client's problem is
- What action client taken so far and outcome
- If it is an urgent employment issue
- Dates of events and any identified relevant time limits.
- If the underlying issue could be discrimination
- If a client has no job, and if a benefits check and budget check is needed.
- If the client is a member of a Trade Union - have they approached them for help?
- Whether the client can take action themselves

Client is 62, single and lives in his own home without a mortgage. Client stated that they had a considerable amount of savings/capital. Client has been employed for nearly a year by \* and %. However, the employer has now said they are going to have to let him go.

Client stated that they have given him notice and have agreed how much holiday pay he is entitled to. Client stated that he isn't happy at being let go and asked if there was anything he could do about it.

Advised client that as he had not worked for the employer for 2 years, they have few rights unless he could prove that he was one of the limited number of people with additional rights. Outlined what these were and agreed with the client that none of them covered the client. Advised client that unless his contract of employment gave additional rights, his employer was within their rights to do what they were doing. Finally, confirmed with client that the employer had followed the correct procedures when dismissing him. Client said he would drop the matter given this. Advised client to ask for a reference.

Offered client a benefit check. Client stated that he had no money issues and didn't think it was worth him bothering. Client also stated he was likely to find another job within days anyway.