

Citizens Advice Hampshire - Introduction to Employment

Handout 3 - Dismissal Quiz - True or False?

1. If an employer imposes a change in hours so as to breach the contract an employee who says they will work the new hours “under protest” will be able to resign at any time and claim they were constructively dismissed.
2. An employee does not have to raise a grievance or complain before they resign.
3. Dismissing an employee because they are black is automatically unfair.
4. An employee does not have to give advance notice if they are resigning because their employer has breached their contract
5. Tom was sacked with 3 weeks’ notice from his job of 3 years for being repeatedly late for work. He can claim both unfair and wrongful dismissal.
6. Jane has worked for her employer for a year. She’s been off sick for a month due to having broken her leg at work. Her employer dismisses her. She can make an unfair dismissal claim.
7. Susie started her job 2 months ago. Her employer hasn’t been paying her, which she complained about. The employer still didn’t pay her, so she resigned. She has yet to get any money from her former employer. She can claim both wrongful and unfair constructive dismissal.