

# **Citizens Advice Hampshire - Introduction to Employment**

## **Handout 5 - Final Case Studies**

1. Howard, who has been a shop assistant for two a half years, was accused by a co-worker of speaking rudely to a customer. He had received a letter from the manager on 30 March, asking him to a disciplinary meeting to take place on 3 April. He was not told that he could be accompanied. At the meeting, he denied the accusation. After the meeting, he was notified that he was being dismissed as of 10 July for misconduct. Today is 22<sup>nd</sup> July.
  - a) What is Howard's employment status?
  - b) What are Howard's contractual and statutory rights and responsibilities?
  - c) What are Howard's options?
  - d) What process should Howard follow, and what are the deadlines, if he wants to bring a claim for unfair dismissal in an employment tribunal?
  
2. Ben, our overworked chef, wants to know what he should do about his long hours. He loves the job, and he loves the people. He doesn't want to leave. He tried to talk to his boss on 5th May, but the boss said "If you can't stand the heat, get out of the kitchen – your choice". He was told to either stay and work the hours required, or leave with immediate effect. Today is 22<sup>nd</sup> July.
  - a) What's Ben's employment status?
  - b) What are Ben's statutory rights and obligations?
  - c) How long has Ben got if he wants to bring a claim for unfair dismissal in an employment tribunal?
  - d) What options does Ben have? How would you advise him of the advantages and disadvantages of each one?