



# ABONDONMENT OF EMPLOYMENT

Employer rights in this regard are often misunderstood.



An employee being absent from work without authorisation or approval or without supplying a reason, does not of itself entitle an employer to dismiss an employee for having "abandoned" their employment.

Even where an Award would seem to condone it, employers will be putting their businesses at risk if they dismiss an employee for abandonment without first taking a number of key steps, including having made genuine attempts to contact the employee to understand the reason/s for non-attendance.

