



TERMINATION LETTERS – DON'T LET THE BASICS BRING YOU DOWN

Too often we see employment termination letters which do not specify a reason for the termination.

If you are not specifying the reason for dismissal in your letters of termination, you are probably exposing your business/employer to risk.

Not specifying the reason/s for termination in writing, increases the risk of dismissal-related claims (or in the very least makes the defence of them more difficult), as it leaves the door open for employees to allege that the dismissal was in breach of anti-discrimination or general protections laws.

Getting it right the first time, could save you in the long term.