



What to Do If You Are Dismissed or Told Not to Return

Confirm what has happened, check final payments and get timely advice.

For care workers in England, Scotland and Wales. Northern Ireland has separate employment rules: contact the Labour Relations Agency. General information, not individual legal advice. Rights depend on employment status, contract and circumstances. No assessment or certificate.

What to do now

Ask whether you have been dismissed, suspended or simply taken off a particular assignment. These are not the same. Record the date and exact words used. Request written confirmation of the reason, effective date and any notice arrangements. Do not assume a verbal instruction gives you every detail you need.

What to ask

Ask about outstanding wages, accrued holiday, notice or payment instead of notice, deductions, P45 and appeal arrangements. Entitlement depends on the circumstances; immediate dismissal does not automatically settle every payment question. Agency workers should clarify whether the assignment or their employment has ended.

What to record

Keep your contract, start date, dismissal message, relevant payslips and the chronology. Note any earlier safety report, discrimination concern or other event you think is relevant. Return property through an agreed process and request a receipt. Keep your own employment documents, not resident records.

What to avoid

Do not assume short service means no rights, or that every dismissal is legally unfair. Do not sign a settlement or waiver you do not understand. Avoid waiting for the appeal before seeking advice. Some urgent legal remedies have exceptionally short deadlines.

Words you can adapt

Please confirm whether my employment has ended, the reason and effective date, notice arrangements and appeal procedure. Please also provide a breakdown of final wages, accrued holiday and any deductions, together with the payment date and arrangements for returning property.

Where to get help

Contact Acas, your union or an employment solicitor promptly with the key dates. Tribunal time limits depend on the claim and when events occurred; internal appeals do not extend them. Ask specifically about urgent remedies if the dismissal followed whistleblowing or another protected activity.

Your next steps

- Confirm dismissal versus suspension.
- Record the effective date.
- Check final pay and appeal.
- Seek prompt independent advice.

Sources and further help

[Acas: Dismissals](#)

[Acas: Employment tribunal time limits](#)

[Acas: If wages are not paid](#)

[Northern Ireland: Labour Relations Agency](#)

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