

## GRIEVANCE AND DISCIPLINARY PROCEDURES

Employees have individual employment rights which need to be adhered to. Failure to follow the detailed statutory grievance and disciplinary procedures in full can result in serious consequences.

Should an employee makes a complaint to an employment tribunal and the tribunal decides it was their fault that procedures were not followed properly, compensation awards will be reduced. If an employer does not follow the procedures then compensation awards can be increased in the same way. An employer who sacks an employee without following dismissal and disciplinary procedure will find that the dismissal was automatically unfair, whether or not the employer had a good case.

DMB Law has a proven track record in advising clients with regard to disciplinary and grievance procedures and can assist both employers and employees in industrial disputes. Contact John on 01732 228808 or email [john@dmblaw.co.uk](mailto:john@dmblaw.co.uk) for advice and assistance