

# Job at Risk?

HELPLINE - 0300 12133088

## Some words of guidance

If you face the possibility of being dismissed from your employment by reason of redundancy, capability, misconduct or breach of contract or any other substantial reason your employer is required by law to follow due process.

Depending on the reason for your potential dismissal the process requirements differ.

A good employer will follow the guidance of their legal advisor or human resources officer.

Good practice is common knowledge and every aspect of employment relations is readily explained by ACAS which produces many booklets and has a comprehensive website covering all manner of topics.

Indeed, ACAS offers free advice to both employers and employees. [www.acas.org.uk](http://www.acas.org.uk)

ACAS helpline 0300 123 11 00

The Gamekeeper's Welfare Trust has access to expert advice in employment matters and urges any gamekeeper who has any employment relations problem to call its helpline for free guidance and support.

Some Citizens Advice Bureaux also have employment advisers but there can be some delay before your enquiry can be dealt with.

Make sure you check your household insurance policy because many of them include cover for employment related matters.

The threat of losing your job is most stressful. It is so easy in the face of this life changing event to act unwisely. This is natural because your emotions are at play and the consequences for you and your family can be traumatic.

**The best advice the GWT can offer is to seek its advice before you respond to any communication you receive from your employer.**

Charity No: 1008924 - [www.gamekeeperswelfaretrust.com](http://www.gamekeeperswelfaretrust.com) - [gamekeeperwtrust@btinternet.com](mailto:gamekeeperwtrust@btinternet.com)

Keepers Cottage West Tanfield Ripon North Yorkshire HG4 5LE

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Views, comments and guidance expressed in this article are those of the Gamekeepers Welfare Trust and should not be taken as a substitute for professional advice.

It is important to keep an accurate record of everything that is said to you and to keep all paperwork safe. Make a note of dates so that everything that happens (or has happened) can be read as a history.

Whatever the circumstances, do not be tempted to respond inappropriately. Remain as far as possible calm and controlled even if you feel you are subject to unfairness.

It might seem a good idea to talk other people about the situation but this might in the end not be a good idea-the rumour machine and Chinese whispers can make matters worse.

**Gamekeepers' Welfare Trust: 0300 12133088**     [www.thegamekeeperswelfaretrust.com](http://www.thegamekeeperswelfaretrust.com)

An organisation which exists to support gamekeepers, stalkers and ghillies and their dependents past and present.

**ACAS Helpline 0300 123 11 00**     [www.acas.org.uk](http://www.acas.org.uk)

**Monday-Friday, 8am-8pm and Saturday, 9am-1pm for free support and advice**

Whether you are an employer, employee or representative, you can call the Acas helpline for free and impartial advice. Simply get in touch and we'll provide you with clear and confidential guidance about any kind of dispute or query that you have about relationship issues within the workplace. You may want to know about employment rights and rules, best practice or you may need advice about a dispute. Whatever it is, just give us a call, our team are on hand to respond within the hours below.

**Citizens Advice Bureau:**                     [www.citizensadvice.org.uk](http://www.citizensadvice.org.uk)

CAB provide the advice people need for the problems they face and improve the policies and practices that affect people's lives. CAB provide free, independent, confidential and impartial advice to everyone on their rights and responsibilities. We value diversity, promote equality and challenge discrimination.

**If in doubt on any issue, ask!**

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