

Case Study - Employment Dispute – *Dismissal of employee for gross misconduct*

Jim runs a large arable farm and has 5 employees. He has utilised the helpline and online resource (ARAG Businesslaw) included in his policy on a number of occasions.

Jim dismissed an employee for stealing some hand held tools from his farm. He followed due process, but shortly after the employee claimed unfair dismissal and Jim was contacted by ACAS accordingly. Mediation through ACAS was not successful and the employee continued with their claim for unfair dismissal through the Employment Tribunal. Jim had not been in this situation before so contacted the **ARAG legal helpline to discuss**.

Following a conversation with the legal adviser a claim was immediately set up so that a solicitor could be appointed to support Jim through the Employment Tribunal process. This was all covered under Jim's **Legal Expenses policy provided by ARAG**.

Although the case was protracted the tribunal awarded in favour of Jim. Afterwards, he said that “the legal expenses insurance came into its own. It made a difficult situation tolerable and although the case took some time, I was able to remain focused on running my farm knowing that I had a solicitor helping with the case – and it was all paid for”



Legal Advice Helpline

If you need advice with any employment matter our experienced telephone advisers can provide practical advice, suggest next steps, **24 hours a day, 365 days a year**.



Online Legal Documents & Guides

ARAG Businesslaw contains a range of how-to business and legal step-by-step **tools, guides, document templates**, interactive checklists, infographics and videos.



Make a Claim

Our policyholder was right to contact their legal expenses insurance to discuss **mediation in the first instance**. However, they needed to make a claim against the company to pursue **corrective action**.