

Scenario:1

Do you agree with Charlie? Explain why you agree or disagree with him.

In my opinion I am disagree with Charlie because she been warning few times about broken the rules but obviously she didn't care too much and she just continue to ignore the Line Manager warnings if verbal and written but of course everyone have right for appeal if she think been discriminated but not in this case. As she been offer few attempt before been sacked for gross misconduct. In each Company is rules and everyone need to follow them I am sure when she got the job in first instance she been signing the contract were is actually is saying all the rules and procedure of the company. As we all can see in this scenario she didn't care about first written warning if she took this serious I don't think this will go on that dismissal route and maybe was different situation and she may kept her job until today and got even promoted to hire position if she obey company rules and procedure. There are few type of Gross misconduct can include things like **theft, physical violence, gross negligence or serious insubordination**. With gross misconduct, you can dismiss the employee immediately as long as you follow a fair procedure, but in this case for negligence. Charlie also been mention in scenario like other employees of other race have. Flouted rules & procedures previously and they were not sacked, but how Charlie know?. As here is so many factory did she follow all the chain how many meetings attempts they have as far as I know the HR meeting is confidential and is not allow to discuss with nobody even they result even if they not been sacked may was different type of warning or that time was lack of training or miscommunication as is can be so many things before actually to take the final decision as each company before actually sacked someone. They gaining a lot of evidence as we all. See from the beginning this employee Charlie is working in very reputable firm and plus she the Manager give her a chance to change her behaviour and try and follow the company rules. If she didn't want to lose her job she just need to go to her line manager and ask for feedback what she is doing good what wrong maybe is they way to improve in some case can be lack of training which I am sure company would offer this to her as we all know in this days is very hard to. Find a good hard-working employee