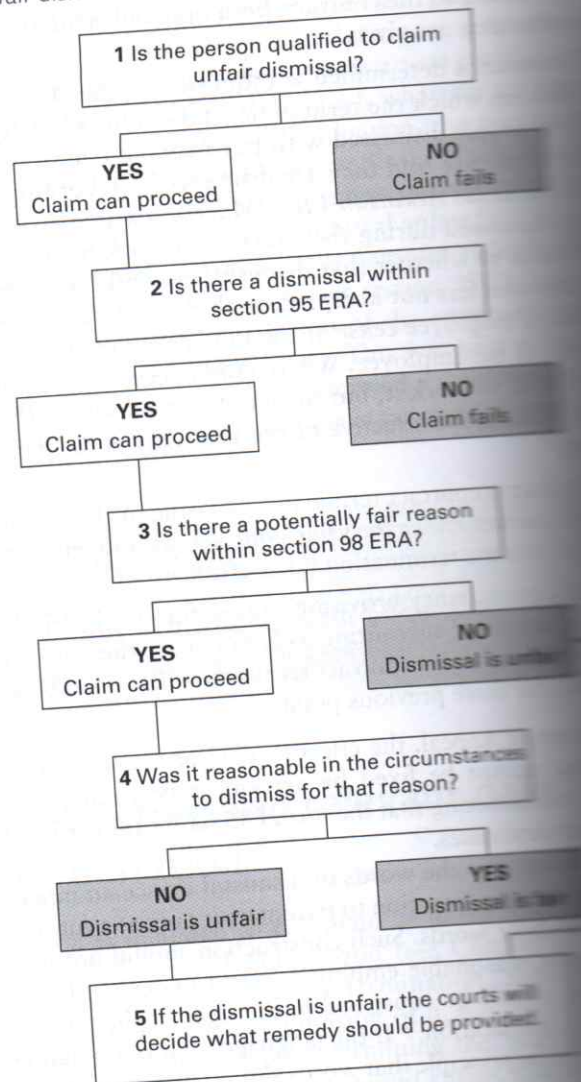


Figure 12.1 Unfair dismissal flowchart**KEY LEARNING POINTS**

- 1 Employees have the right not to be unfairly dismissed, although there is a number of exclusions and qualifications.
- 2 An employee is to be treated as dismissed if his or her contract of employment is terminated by the employer with or without notice, a fixed-term contract expires without renewal, or the employee terminates it in response to the employer's conduct.