

## Dismissals with and without notice

When an employer dismisses an employee, they should give them notice of when their job will end.

[Find out more about notice periods](#)

### Notice pay

Most of the time, the person who's been dismissed is entitled to the same pay they'd normally get if they work their notice period.

The employee's final pay might be different from their usual monthly or weekly pay because of things like:

- how much holiday they have taken
- money being deducted for training courses
- being off work

Their employer might need to pay other outstanding money, for example bonuses or for overtime.

[Find out more about final pay when someone leaves a job](#)

### Dismissal without notice for gross misconduct

An employer can dismiss an employee without giving notice if it's because of gross misconduct. This is when an employee has done something that's very serious or has very serious effects.

The employer should always follow a fair procedure.

When an employee is dismissed for gross misconduct, they:

- leave immediately
- do not have a notice period
- do not get paid notice pay

There are some things the employer must still pay them for. These include:

- any work they have not been paid for yet
- any 'accrued' holiday entitlement – this means any holiday they have built up but not used by the date they leave
- any expenses they are owed

The employer might also need to pay them for other work benefits, unless their contract says something different.