

## Following a fair procedure

The Acas Code of Practice mainly applies to those with the [legal status of employee](#).

Someone is not likely to be an employee if they're:

- an agency worker
- a casual worker
- on a zero-hours contract

However, to keep good working relationships, employers should follow the same fair procedure for anyone with the [legal status of worker](#).

If an employer dismisses a worker, it is good practice to tell them:

- why they have been dismissed
- when their employment will end
- they have a right to appeal the decision

It's a good idea to put the dismissal in writing, for example in a letter or email.

## Dismissal because of long-term illness

If a worker has a long-term illness, dismissal should be a last resort. The employer should support the worker and help them return to work. This could include making reasonable adjustments if the worker has a disability.

Dismissing someone because they have a disability could be discrimination. This includes some long-term health conditions.

[Find out more about disability discrimination](#)

## If a worker thinks they've been discriminated against

If a worker thinks they have been unfairly dismissed because of a [protected characteristic](#), this could be discrimination. They could make a claim to an employment tribunal.

[Find out more about discrimination and the law](#)