

## Leaving without working notice

The person leaving should try to reach agreement with their employer if they need to leave without working some or all of their notice.

If someone leaves without agreeing it with their employer first, they could be in 'breach of contract'. This means the person could have a court claim made against them if the employer ends up with extra costs.

If someone leaves early, the employer only has to pay them for the time that they've worked. This includes any money owed for accrued but untaken holiday.

### If the employer ends up with extra costs

The employer can end up with extra costs if someone leaves before or during their notice without agreeing it.

For example, they have to spend more to hire someone else on a short-term contract.

In these situations the employer might be able to:

- make a deduction from any final wages, if the contract allows it
- make a court claim to get the money back from the person who left

[Find out more about making a court claim on GOV.UK](#)