

When the notice period starts

The employment contract of someone with the [legal status of employee](#) might say when the notice period starts.

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

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

If an employee's contract does not say when the notice period starts, the notice period starts the day after:

- the employee tells the employer they're resigning
- the employer tells the employee in person that they're being dismissed or made redundant

If an employer gives notice in writing, the notice period would start when the employee has had a reasonable amount of time to read it.

Examples

If the employee is only told in a letter sent by registered post, their notice period might start the day after they have received the letter so they have had time to read it.

If the employee is on holiday and is only told by letter, their notice period might start after they have returned home and had time to read it.

Related content

[Dismissals](#)

[Resignation](#)

[Your rights during redundancy](#)