

Women at work

Never Stand Still

Law

Kingsford Legal Centre

MAY LOSES HER JOB

May works as a cleaner in a hotel. One day when she goes to work, her boss tells her that he is giving her a 'warning' for not doing her job properly. May has never been given any warnings before. May is very worried about her job and does not understand what she has done wrong.

The next day, May's boss tells her that she does not have a job anymore, and that she should leave the workplace. May is very confused because she did not get a chance to improve her work and did not get to tell her boss her side of the story.

What can May do?

A dismissal happens when your employer tells you that you don't have a job with them anymore. Employers are allowed to dismiss workers if they don't improve after being warned that they aren't doing their job properly, or if they do something against the law, for example, stealing from work.

If you are doing something wrong at work, you should usually be told what you have done wrong and what you need to do to improve. You should also be given a chance to explain your side of the story. The way in which May lost her job might be unfair because she was not given a chance to explain, and was not given any time to improve her work after the warning.

If you lose your job and you don't think it was fair you might be able to make a complaint of **unfair dismissal to the Fair Work Commission**. If you want to make an unfair dismissal complaint, you must do so within **21 days** of losing your job. It is very important that you meet this time limit, otherwise the Fair Work Commission might not deal with your case. You can get a copy of the application form on the Fair Work Commission's website **www.fwc.gov.au**.

You can get free legal help from:

KINGSFORD LEGAL CENTRE – Call 9385 9566 or 1300 722 795

LEGAL AID NSW – www.legalaid.nsw.gov.au or call Law Access

LAW ACCESS – Call 1300 888 529 or 1300 889 529 if you are hearing/speech impaired