

## “You’re sacked”

Terms used by employers to dismiss employees	What does this mean?	What is the effective date of termination?
“you’re sacked”	Legally, this phrase doesn’t mean anything. It has been used in heated circumstances where an employer intends to dismiss an employee with immediate effect.	Unknown, however, if it was intended that the employment should terminate with immediate effect, the same day.
“it is time to part ways”	Legally, this phrase doesn’t mean anything. It is likely to be used in discussions where an employer and employee seek to agree an amicable exit.	Unknown. It may be a point of negotiation if the employee signs up to a settlement agreement to document the termination of their employment.
“you’re dismissed”	This means that an employee’s employment is ending, however, it does not clarify whether they are being terminated with immediate effect or on notice.	Unknown. The employee’s employment will either terminate that day or at the end of their notice period depending on whether notice is being given.
“terminating your employment summarily”	This means that an employee’s employment is being terminated with immediate effect.	The employee’s employment will terminate that day.
“immediate dismissal”	This means that an employee’s employment is being terminated with immediate effect.	The employee’s employment will terminate that day.
“termination on notice”	This means that an employee’s employment is being terminated by the employer serving them with notice. Unless an alternative notice period has been agreed with the employee, the employer should rely on the notice period stipulated in the employee’s contract. If no notice period is specified, reasonable notice of termination will be implied (the employee’s minimum notice period is set out in legislation).	The employment will terminate at the end of the employee’s notice period.

<b>“terminating your employment and are placing you on garden leave”</b>	This means that an employee’s employment is being terminated by the employer serving them with notice. The employee is not, however, required to work during their notice period and is relieved of their duties. An employer should rely on an express garden leave provision in the employee’s contract to do so.	The employment will terminate at the end of the employee’s notice period.
<b>“terminating your employment now and will pay you instead of making you work your notice period”</b>	This means that an employee’s employment is being terminated by the employer with immediate effect. The employee is also being paid in lieu of having to work for the duration of their notice period.	The employee’s employment will terminate that day.