

CONSTRUCTIVE DISMISSAL LETTER

To: _____

Employee Details:

Full Name: _____

Address: _____

Position: _____

Employer Details:

Company Name: _____

Address: _____

Subject:

Constructive Dismissal

Dear Sir/Madam, This letter serves as formal notification that I consider myself to have been constructively dismissed from my employment due to the conduct and actions of the employer, which have fundamentally breached the terms of my contract and the implied term of mutual trust and confidence.

Grounds for Constructive Dismissal:

1. Breach of Contract: The employer has significantly altered my duties and responsibilities without my consent, contrary to the terms agreed in my contract of employment. 2. Failure to Provide a Safe Working Environment: Despite raising concerns, the employer has failed to address health and safety issues exposing me to unreasonable risks. 3. Harassment and Unfair Treatment: I have been subjected to repeated unfair treatment and harassment, including unjustified disciplinary actions and detrimental changes to my working conditions. 4. Non-Payment or Unlawful Deductions of Wages: The employer has failed to pay wages correctly and/or has made unauthorised deductions without agreement. 5. Failure to Follow Proper Procedures: The employer has not followed the required disciplinary or grievance procedures, including failure to conduct proper investigations or allow representation.

Impact on Employment Relationship:

These breaches have irreparably damaged the relationship of trust and confidence necessary for continued employment. As a result, I have been left with no reasonable alternative but to resign.

Remedies Sought:

I hereby reserve all rights to pursue claims for constructive dismissal and any related remedies available under UK employment law, including but not limited to compensation for loss of earnings, damages for breach of contract, and any other relief deemed appropriate by an employment tribunal or court.

Request for Acknowledgment:

Please acknowledge receipt of this letter and advise me of any proposed steps the employer intends to take to resolve this matter.

Yours faithfully, _____ Employee Signature _____ Date

EMPLOYEE SIGNATURE

EMPLOYER REPRESENTATIVE SIGNATURE

Signature: _____

Signature: _____

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