

MEYER -
REUMANN
& PARTNERS



Niche Consulting

Labour Law Workshop

Session 3: The Termination Process

The best way to prepare for a pain free termination

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Agenda



- I. Determining the type of agreement (limited / unlimited)
- II. Reasons for Termination
- III. Administrative Procedures



Determining the type of Agreement

Unlimited term agreements no longer exist?



Reasons for Termination

- Regular termination by either party (Art. 43 LL)
- Summary dismissal (Art. 44 LL)
 - Now easier?
- Leaving work without notice (Art. 45 LL)
- Termination for medical unfitness (Art. 46 LL)
- Arbitrary dismissal (Art. 47 LL)
 - Significant change



Administrative Procedures

1. Notice period (Art. 43 LL)
2. No termination until sick leave exhausted (Art. 46 LL)
3. Garden leave
4. Non-compete (Art. 10 LL)
5. Timing of payment of end-of-service benefits
6. Visa extensions



QUESTIONS?

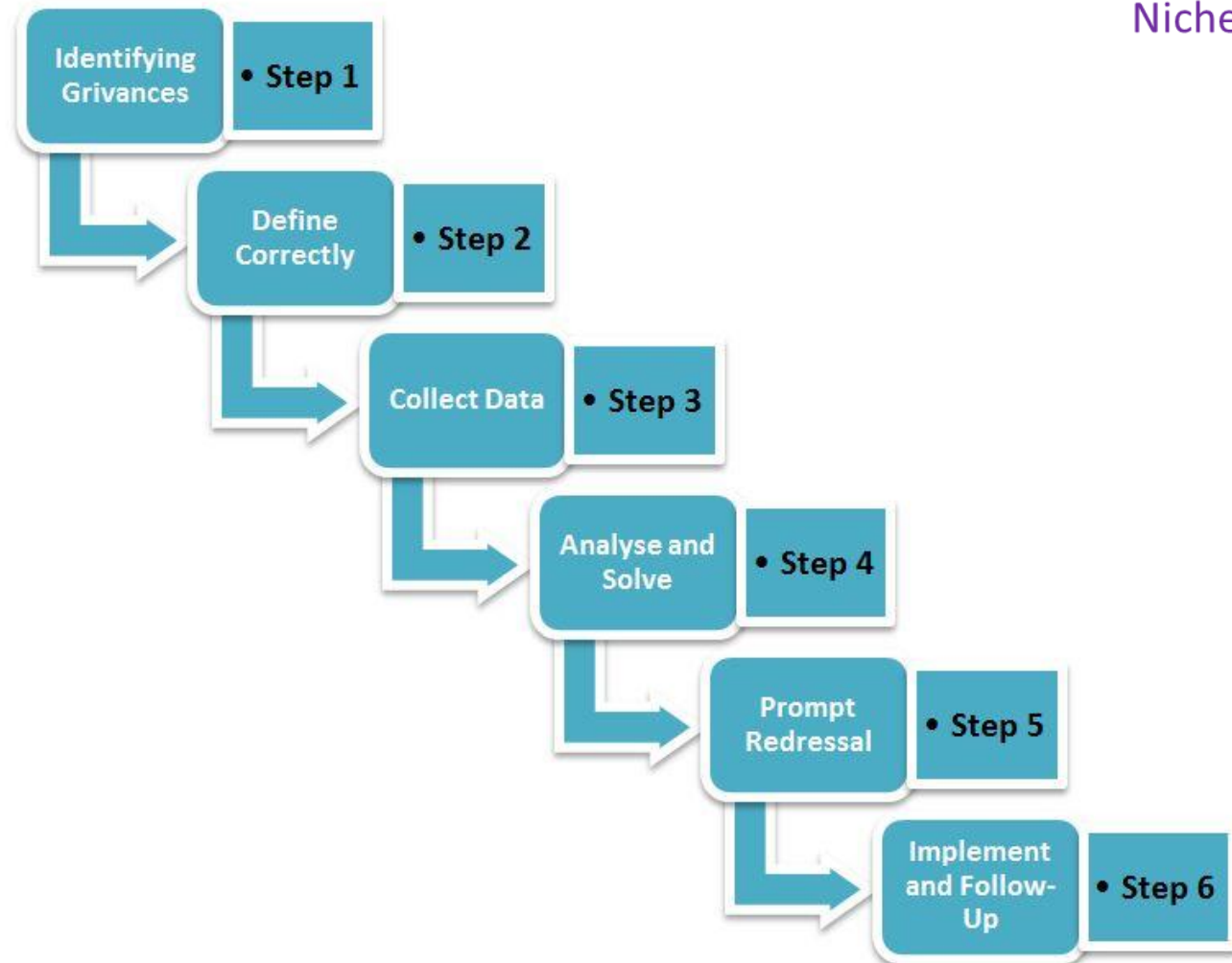


Human Resources Agenda

- I. Grievance Handling process
- II. Disciplinary process
- III. Considering Alternatives
- IV. End of service calculation & settlement



EMPLOYEE GRIEVANCE AND
REDRESSAL

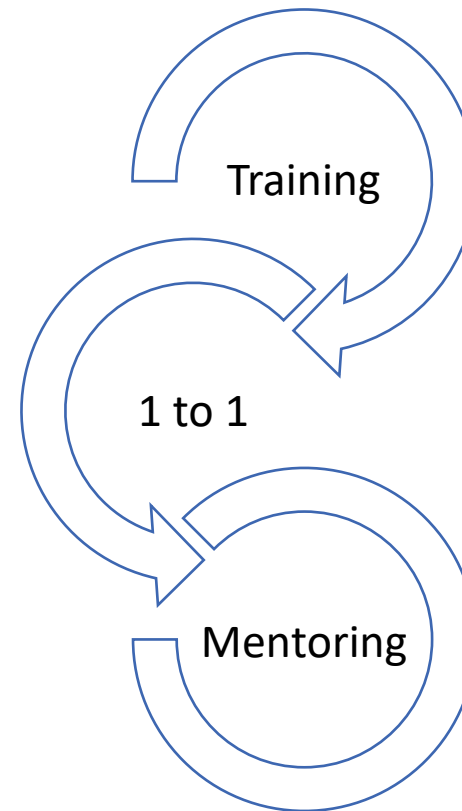




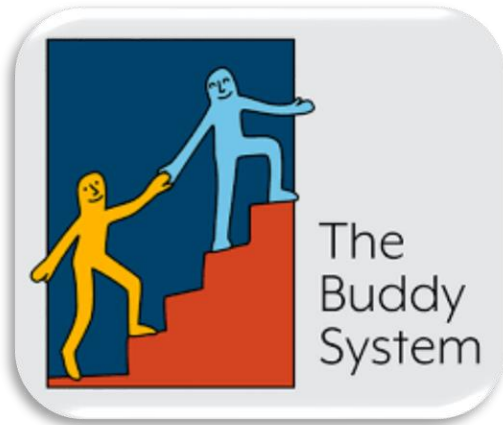
Considering Alternatives



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Considering Alternatives



Job Shadowing



Lateral Movement



End of Service calculation

- Gratuity Calculation
- Leave salary of unused leave
- Notice period included in Gratuity calculation
- Unpaid leave excluded from EOSB
- Suspension Days excluded for Gratuity calculation
- Bonus or any expense claims may be included in EOSB

GRATUITY





QUESTIONS?



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