

ACAS Code is not quite the Holy Grail for dismissal procedures

In *Buzolli v Food Partners*, the Employment Appeal Tribunal found that an employer's decision to dismiss was fair even though the dismissal procedure was not fully compliant with the ACAS Code.

Employer tries to dismiss employee over a disagreement about money

In *Handshake Ltd v Summers*, the Employment Appeal Tribunal found that a breakdown in trust and confidence between an employer and employee, did not entitle the employer to rely on "some other substantial reason" to dismiss the employee.