



FACTS

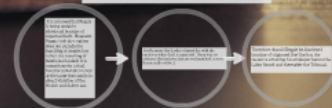
Reggie has been employed at Nasty Boy Fish Fry located in Trumpy ground for 2 years as best Cunch Salad man. Nasty Boy intends to cease to do business at Trumpy ground and has delivered notices of a possible relocation. He has threatened the Ministry of Health that he intends to write a letter to the Punch about the unsanitary conditions.

CASE QUESTION

Reggie has been employed at Nasty Boy Fish Fry located in Trumpy ground for 2 years as best Cunch Salad man. Nasty Boy intends to cease to do business at Trumpy ground and has delivered notices of a possible relocation. He has threatened the Ministry of Health that he intends to write a letter to the Punch about the unsanitary conditions.

Mr. Nasty really needs to get rid of Reggie and found where Reggie was receiving medicine for his cunch salad and pocketing the funds. Further, Reggie has been out sick on his busiest Friday nights and produced a sick slip from Dr. No Can Do an unknown doctor who is not licensed to practice in the Bahamas. Therefore, Reggie's brother pukka who is 15 years old has been filling in at Nasty Boy Fish Fry.

BACKGROUND OF THE CASE STUDY



ISSUES IDENTIFIED

Whether Reggie has been employed at Nasty Boy Fish Fry located in Trumpy ground for 2 years as best Cunch Salad man. Nasty Boy intends to cease to do business at Trumpy ground and has delivered notices of a possible relocation. He has threatened the Ministry of Health that he intends to write a letter to the Punch about the unsanitary conditions.

THE DEFINITION OF DISMISSAL

Termination of the contract of employment of an employee by his or her employer in a correct, fair, and lawful manner.

UNFAIR DISMISSAL



DEFINITION OF REDUNDANCY

Redundancy is when an employee has ceased or intends to cease, to carry on the business for the purposes of which the employee was employed by him, or has ceased or intends to cease, to carry on that business in the place where the employee was so employed.



LAW CASE STUDY

Harvard Case Solution & Analysis

TheCaseSolutions.com



CASE QUESTION

Reggie has been employed at Nasty Boy Fish Fry located in Dumpy ground for 2 years as best Conch Salad man. Nasty Boy intends to cease to do business at Dumpy ground and has delivered notices of a possible relocation. He has threatened the Ministry of Health that he intends to write a letter to the Punch about the unsanitary conditions.

Mr. Nasty really needs to get rid of Reggie and found where Reggie was receiving monies for his conch salad and pocketing the funds. Further, Reggie has been out sick on his busiest Friday nights and produced a sick slip from Dr. No Can Doo an unknown doctor who is not licensed to practice in the Bahamas. Therefore, Reggie's brother pudda who is 15 years old has been filling in at Nasty Boy Fish Fry



What remedies does Reggie have if made Redundant?

THE LAW



- Two (2) weeks pay for each year not to exceed twenty-four (24) weeks
- Should Reggie not receive two weeks' notice, he would be entitled to two (2) weeks pay in lieu of notice.

REGGIE ENTITLEMENT

- Reggie was employed for two (2) years therefore he is entitled to four weeks pay if given two weeks' notice from employer.

Termination

DEFINITION OF TERMINATION

Termination is the cancellation of a contract that signifies the process whereby an end is put to whatever remains to be performed thereunder.



What remedies does Reggie have if he is terminated?

REASONS FOR TERMINATION

It is possible that Reggie is being terminated because of his poor performance during the probationary period. Reggie should have been given the opportunity to improve his performance during this period.



EVIDENCE

There is no evidence that Reggie was terminated because of his poor performance during the probationary period. Reggie should have been given the opportunity to improve his performance during this period.

Just the Facts

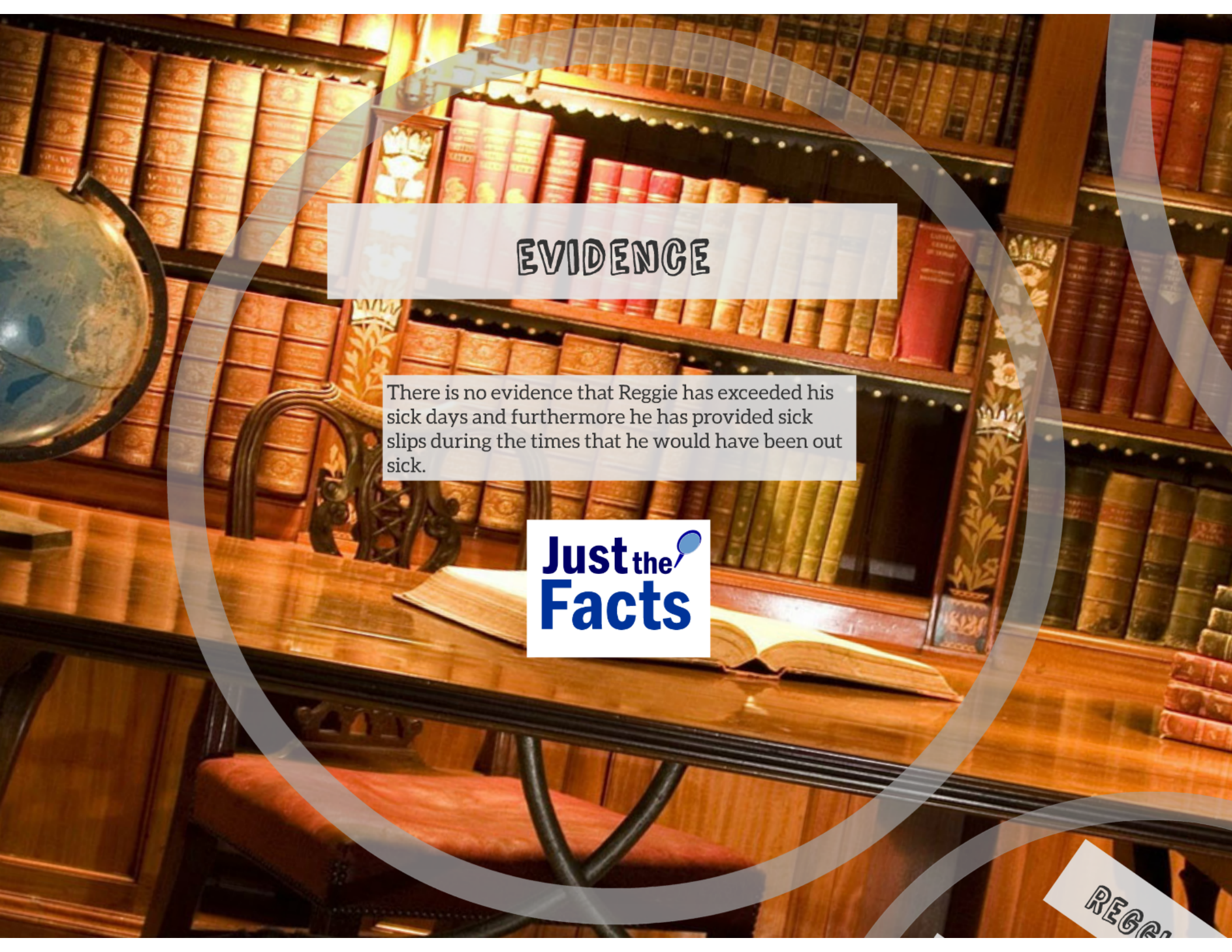
REGGIE'S ENTITLEMENT

Reggie is entitled to receive his salary for the period of his termination. Reggie should have been given the opportunity to improve his performance during this period.



It is possible that Reggie is being terminated because of sick days he would have taken during what his employer claims would have been the busiest Fridays for his business.





EVIDENCE

There is no evidence that Reggie has exceeded his sick days and furthermore he has provided sick slips during the times that he would have been out sick.

**Just the
Facts**

REGG