

This is intended to help employers understand what they can do in general. Of course, individual circumstances may vary and employers need to act in accordance with their legal obligations. In the online version, clicking on any of the points will take you to more detailed guidance on those obligations.

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Employer's Charter

As an employer - as long as you act fairly and reasonably ...

You are entitled to:

- [contact a woman on maternity leave and ask when she plans to return;](#)
- [reject an employee's request to work flexibly if you have a legitimate business reason;](#)
- [talk to your employees about their performance and how they can improve;](#)
- [dismiss an employee for poor performance;](#)
- [withhold pay from an employee when they are on strike;](#)
- [require an employee to take their holiday at a time that suits your business;](#)
- [stop providing work to an agency worker \(as long as they are not employed by you\);](#)
- [make an employee redundant if your business takes a downward turn;](#)

- [seek an independent assessment of your employee's fitness for work;](#)
- [dismiss an employee if they have had a period of long-term absence or repeated short term absences;](#)

You can also ask an employee:

- [to take a pay cut or change some other terms and conditions, for example, their normal working hours;](#)
- [whether they would be willing to opt-out from the 48 hour limit in the Working Time Regulations;](#)
- [about their future career plans, including retirement.](#)

You can ask a job candidate during interview questions that are relevant to the requirements of the job (but questions need to be fair and unbiased)

To settle a dispute, you can protect yourself against some claims from an employee by entering into a 'compromise agreement', (often in return for an agreed payment).