

CONSTRUCTIVE DISMISSAL RESIGNATION LETTER

Employee Name: _____

Position: _____

Employer Name: _____

Employer Address: _____

Introduction

I am writing to formally resign from my position at the company due to circumstances amounting to constructive dismissal under UK employment law. I have been left with no reasonable alternative but to resign following the employer's conduct.

Background and Reason for Resignation

Over the course of my employment, I have experienced serious breaches of contract and detrimental treatment by the employer, including but not limited to breach of contract terms, significant changes to working conditions without consent, and failure to provide a safe working environment. These actions have fundamentally undermined the mutual trust and confidence essential for the continuation of my employment.

Details of Employer's Conduct

The employer has engaged in conduct such as: unreasonable reduction in pay or benefits; unjustified demotion or change in duties; harassment or bullying by management or colleagues; failure to address grievances raised in a timely and effective manner; and any other significant breach constituting repudiatory conduct.

Legal Basis for Constructive Dismissal

Under UK law, constructive dismissal occurs when an employee resigns in response to the employer's fundamental breach of contract. This letter serves as clear notice of my resignation on grounds that the employer has breached the implied term of mutual trust and confidence.

Notice Period

I hereby tender my resignation effective immediately (or specify notice period if applicable), in accordance with my contract and statutory rights. This resignation is made without prejudice to any claims arising from the circumstances leading to this resignation.

Request for Final Payments and References

I request that all outstanding payments, including salary, accrued holiday pay, and any other due entitlements, be settled promptly. Additionally, I request a reference reflecting my employment period and performance to date.

Reservation of Rights

Nothing in this letter shall prejudice any claims I may bring against the employer, including claims for unfair dismissal, breach of contract, or any other employment rights. I reserve the right to seek legal redress through the appropriate employment tribunals or courts.

Conclusion

I regret that the situation has led to this outcome but trust that this letter clarifies my position and intent. I expect the employer to treat this matter with the seriousness it warrants and to facilitate a smooth and fair resolution of all outstanding issues.

EMPLOYEE SIGNATURE

EMPLOYER SIGNATURE

Signature: _____

Signature: _____

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