



### Our expert

This training programme is coordinated and delivered under the supervision of [Philippe Schmit](#)



### Target

People in charge of Human Resources.



### Duration

2 hours



### Languages

(multiple available)  
English, French, German



### Contact us

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# Terminating employment relationship

## Objectives

At the end of the learning session you will be able to:

- Terminate an employment contract at any moment of the employment relationship in compliance with Luxembourg law
- Prevent abusive dismissal and its consequences for your organisation
- Act upon resignation from an employee
- Terminate with mutual consent

## Content

The session will cover the following content:

Dismissal of the employee:

- During the trial period
- Preliminary meeting
- Dismissal with notice period
- Dismissal with immediate effect for serious grounds
- Protection against dismissal

Abusive dismissal:

- Definition
- Time limits for action
- Damages / compensation
- Reinstatement of the employee
- Settlement

Resignation by the employee:

- Resignation with notice period
- Resignation with immediate effect for serious grounds
- Action by the employer

Termination upon mutual consent:

- Usual terms and conditions of termination agreements
- Challenging the agreement