

DEPARTING EMPLOYEES

Dealing with employee departures, be it voluntary or involuntary, can be difficult and stressful. The departure can have a drastic effect on team morale, and there may be significant costs involved in replacing the departing employee. Generally, there are 3 employee departure scenarios:

1. Voluntary termination or Resignation
2. Involuntary termination of employment by the Employer with or without cause
3. Layoff from employment by the Employer due to shortage of work

As employees learn, grow, and develop, they may eventually choose to leave to follow a career path outside of their current workplace. In some circumstances, an employer may have to make staffing changes for unpleasant reasons related to financial difficulties, employee performance or behavioural issues. Regardless of the reason for an employee's departure, it will likely cause a disruption to the current work environment if not handled appropriately.