

Dear Joe,

I had an awkward situation about 4 years ago with an Employee.

He was verbally aggressive & abusive. He wanted me to make him redundant so that he could claim benefits & not work anymore.

I could not do this for legal reasons. He then wanted me to sack him. If I had done this he would have gone for unfair dismissal.

He then caused a fight with a contractor, he ended up worst off. He then called the police & said that the man he assaulted had in fact assaulted him. The contractor got a 'caution'. He tried to sue the contractor & failed. He then tried to sue me because it happened on work time. I was advised that I could have to pay up to £28,000 compensation. I decided to fight this.

Be warned your chef may be going along the same track.

What I did was contact my Insurance Company, gave them the full story. I got the staff who witnessed the event to provide statements. The insurers employed their own solicitors & dealt with the police. The case went on for about 6 months.

In the end the solicitor for the man backed down - due to him having no solid defence & no witness to what happened other than the man he attacked, and secondly because there was doubt as to whether he was telling the truth.

All costs were dealt with by the Insurance Company and he had to pay his own legal costs. The solicitor backed out.

NB/ Please read reference - anything I have missed please call me 807