



Would You Rehire a Fired Employee?

Answer

Susan Heathfield, About HR Blogger

"I would not rehire someone I have fired. This is because I follow all of my recommended steps before I fire an employee. That means that the former employee had every opportunity to improve or change: management coaching, disciplinary warnings, and serious discussions that included the HR manager. The employee did not improve or change and so, they are not suitable for my organization.

People don't change that much. If you are prepared to overlook the reasons why you fired the individual in the first place, the same reasons won't go away but, possibly, the firing was not totally justified."

Other readers suggested that people can change if they are given a second chance. They also pointed out that an individual can be going through a tough time. Once the problem has been resolved, the person may have had the ability and interest to become a contributing employee.

Other readers suggested that a fired employee may have successfully worked at their next job and grown to know more about the need to contribute. Others suggested that more experience or a completed degree might also sway their decision to rehire the person.

Scarce skills and experience was cited as another reason to consider rehiring a fired employee. If you are having difficulty filling a position, and you know the former employee can do the job, you may want to provide a second chance.

Susan adds, "To a degree, you can examine the individual circumstances of the person's prior non-performance to determine if something in the situation has changed for the better. Looking at each fired employee who attempts to become your employee again as an individual and making judgment calls, does open your company for possible complaints. A policy, that you consistently follow, on what types of rehires you allow, is as important as treating current employees consistently. Otherwise, you can leave your company open to charges of discrimination. This is why many employers have policies related to rehiring a fired employee and other considerations in making hiring decisions."

"To answer the second part of the reader's question, yes, there will be anger and resentment and the other employees will question management's judgment if you rehire someone you fired. These are also employees who worked with the person before he or she was fired.

Depending on how verbal the individual was, the termination process may have affected all coworkers. The coworkers may also have been hurt by the individual's earlier non-performance. They may not be as willing or ready to take new factors into consideration. But, mostly, the reasons for which you fired the person have usually not gone away. I don't believe employers should rehire an employee who was earlier fired."

