

Employment Tribunal update

A new roadmap for 2022-2023 has been announced by the Employment Tribunal which aims to streamline and modernise the process going forwards. The Tribunal recognises that waiting times are too long and it is hoped that the roadmap will alleviate some of the strain that the Tribunal is currently facing.

The main updates are:

Hearings

Whilst the Tribunal appreciates that video hearings can reduce costs and the time spent by all parties, it is keen to return to a face-to-face environment as much as possible and slowly reduce the reliance on video hearings. The hope is that pragmatism will prevail; with a mixture of video, hybrid and in-person hearings being implemented.

Private case management preliminary hearings are likely to remain either as telephone or video hearings, with complex preliminary hearings due to be in-person where possible.

The type of final hearing will determine the standard approach – the Tribunal expect that short track claims (unpaid wages and holiday pay claims etc) will default to video hearings. However, complex, standard and open track claims (discrimination and unfair dismissal etc) will vary, although the majority will more than likely be in-person.

Whilst the above is hoped to be the default position, the Tribunal have confirmed that parties can still apply for a variation as to the hearing approach.

HMCTS Reform

One of the main aims of the reform is to modernise the Tribunal process, moving from a paper-based system to a digital case management system. The digital system will act as a portal, removing the need for parties to correspond with the regional offices and allow access to the case information in a central database.

If you would like any further information on the roadmap, or Tribunal proceedings, please get in touch with a member of the team on 01752 663295.