



What is an Employment Tribunal?

Employment Tribunals are the forum in which most legal claims arising out of the employment relationship are heard.

Unfair dismissal and discrimination in employment claims for example are dealt with exclusively by Employment Tribunals.

Employment Tribunal hearings are intended to be less formal than most types of Court hearing, although evidence is given under oath and representation by solicitors and barristers is very common.

Many cases are heard by a panel of 3 people comprised of a legally qualified Employment Judge and 2 'lay members' who are not legally qualified but have relevant employment relations experience.

Some types of claim are heard by an Employment Judge sitting alone.

What are the time limits?

You should normally make an Employment Tribunal claim within **3 months** of the matter you wish to claim about. For example if you want to make a claim for **unfair dismissal** your claim must be made within **3 months** of the date your employment terminates, or for **discrimination** your claim must be made within **3 months** of the act of discrimination. Tribunal time limits are strict and are generally only extended in exceptional cases.

How can Ramsay Employment Law help?

Making an Employment Tribunal claim can be a complex and challenging process.

Parties are entitled to represent themselves throughout the Employment Tribunal process including at the hearing itself but help or representation from employment law specialists like Ramsay Employment Law can make all the difference to winning your claim.

We can:

- Check that your claim is something an Employment Tribunal would be able to consider
- Make sure that you are within the statutory time limits for bringing a claim
- Provide you with help and advice at any stage of the claim
- Represent you throughout the entire process, from commencing your claim to the final hearing.

If you are thinking about bringing an employment tribunal claim and are looking for a solicitor, contact Asim at Ramsay Employment Law.

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