



TRIBUNALS  
JUDICIARY

**JUDGE SIMON**  
PRESIDENT  
EMPLOYMENT TRIBUNALS (SCOTLAND)



TRIBUNALS  
JUDICIARY

**JUDGE DOYLE**  
PRESIDENT  
EMPLOYMENT TRIBUNALS (ENGLAND & WALES)

### **DIRECTION ISSUED BY EMPLOYMENT TRIBUNAL PRESIDENTS**

"In view of the rapidly changing circumstances created by the Covid-19 pandemic, the Presidents of the Employment Tribunals in England & Wales and in Scotland have directed that from Monday 23 March 2020 all in-person hearings (hearings where the parties are expected to be in attendance at a tribunal hearing centre) will be converted to a case management hearing by telephone or other electronic means which will take place (unless parties are advised otherwise) on the first day allocated for the hearing. This will provide an opportunity to discuss how best to proceed in the light of the Presidential Guidance dated 18 March 2020, unless in the individual case the President, a Regional Employment Judge or the Vice-President directs otherwise. If the case is set down for more than one day then parties should proceed on the basis that the remainder of the days fixed have been cancelled. For the avoidance of doubt, this direction also applies to any hearing that is already in progress on Monday 23 March 2020 and, if not already addressed before then, the parties may assume that the hearing on that day is converted to a case management hearing of the kind referred to above. The parties remain free to make any application to the Tribunal at any time."

JUDGE SHONA SIMON  
PRESIDENT (SCOTLAND)

JUDGE BRIAN DOYLE  
PRESIDENT (ENGLAND & WALES)

19 March 2020