



TRIBUNALS
JUDICIARY

EMPLOYMENT APPEAL TRIBUNAL

HELP FOR USERS

What does the EAT do?

The Employment Appeal Tribunal (EAT) decides appeals from the decisions of the Employment Tribunal, the Certification Officer and, in certain cases, the Central Arbitration Committee. The EAT considers appeals which raise questions of law. It therefore cannot, save in rare circumstances, consider appeals which disagree with findings of fact. The EAT is based in the Rolls Building in Central London, and in Melville Street in Edinburgh. It also sits from time to time in Cardiff.

How is the EAT affected by the Covid-19 pandemic?

The current Government measures to combat the pandemic mean that the EAT is currently operationally severely limited. Its case files are generally paper-based. Most staff members and judges are working remotely and staff presence in the EAT's premises is minimal. The EAT currently has limited capacity to receive, produce or send out, any paper bundles for hearings. These factors affect the kinds of hearing that may be held, as to which see below.

The EAT's administrative functions are also greatly reduced at the present time, and parties should expect that email and telephone queries will take considerably longer to be answered than normal.

The present operational restrictions apply to both the London and Edinburgh offices of the EAT.

How should I lodge an appeal?

The usual time limit for lodging appeals to the EAT continues to apply. However, during this period of limited operational capacity, appeals must be lodged by email. Please bear in mind the guidance relating to the lodging of appeals (see the link below) and the 10Mb limit on email attachment size.

What is happening to my appeal which is listed to be heard soon?

The EAT is not holding any in-person hearings at present. The EAT will be conducting hearings by telephone, Skype or other internet-based platform ("Remote Hearings") from 16 April 2020 in a limited number of cases. Attendance at a court building will not be required for Remote Hearings.

Where a Remote Hearing is not presently practicable, the hearing of the appeal will be postponed and the parties will be told that this has happened. Postponed hearings will be re-listed for a later date when circumstances permit.

If it is considered that a Remote Hearing may be practicable in an appeal that has been listed for a hearing, the EAT will contact you to seek your views about holding a Remote Hearing and whether you or your representative can provide the parties and the Judge with an electronic copy of the hearing bundle. Taking into account the information provided, the EAT will make a decision confirming whether your appeal will proceed by way of a Remote Hearing, and further directions may be provided. The final decision as to whether a hearing will be conducted remotely will be taken by a judge.

Where can you find out more?

You can find out more [on the COVID-19 pages of the judicial and tribunals website](#).

For urgent queries, you can email: LondonEAT@justice.gov.uk. Please note that due to the current circumstances, responses may take longer than normal.

15 April 2020